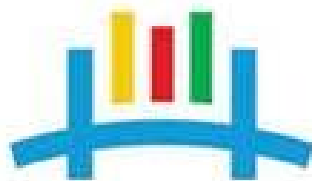


The grandfathered teacher's salary schedule is on page 44 (pdf) and the performance-based teacher's salary schedule is on page 46 (pdf). For NCTQ's analysis, the assumption was made - per the notes on pp. 44 & 46 (pdf) - that new hires are placed on the BA lane of the grandfathered salary schedule and that teachers with advanced degrees will receive the specified stipend (see p. 46 (pdf)). After the first year in the district, a teacher's salary will increase with any negotiated annual adjustment and/or the performance pay bonuses (see p. 46 (pdf)) if the teacher is rated Highly Effective or Effective.



**DUVAL COUNTY  
PUBLIC SCHOOLS**

# **2018-2019 SALARY HANDBOOK**



**DIANA GREENE, Ed.D.  
SUPERINTENDENT OF SCHOOLS**

# **DUVAL COUNTY PUBLIC SCHOOLS**

**Jacksonville, Florida**

## **BOARD**

The Honorable Lori Hershey

**Chairman**

District 7

The Honorable Warren A. Jones

**Vice Chairman**

District 5

The Honorable Cheryl Grymes

District 1

The Honorable Elizabeth Andersen

District 2

The Honorable Ashley Smith Juarez

District 3

The Honorable Darryl Willie

District 4

The Honorable Charlotte Joyce

District 6

## **SUPERINTENDENT OF SCHOOLS**

**Diana Greene, Ed.D.**

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**PART I**

**JOB CODES**

Job Code	Job Title	Pay Scale	Grade	Level
A51A	Paraprofessional ESOL, Elementary	RS	01	01
A51B	Paraprofessional ESOL, Middle	RS	01	01
A51C	Paraprofessional ESOL, High	RS	01	01
A51D	Paraprofessional ADA	RS	01	01
A51E	Paraprofessional Elementary	RI	01	01
A51F	Paraprofessional Issp Facilitator	RF	05-06	01
A51G	Paraprofessional Alternative Schools	RS	01	01
A51M	Paraprofessional Middle	RI	01	01
A51S	Paraprofessional Secondary	RI	01	01
A510	Paraprofessional KDG	RI	01	01
A511	Paraprofessional GR 1	RI	01	01
A512	Paraprofessional GR 2	RI	01	01
A513	Paraprofessional GR 3	RI	01	01
A514	Paraprofessional GR 4	RI	01	01
A515	Paraprofessional GR 5	RI	01	01
A516	Paraprofessional GR 6	RI	01	01
A520	Paraprofessional ESE	RS	01	01
<del>A524</del>	<del>Paraprofessional ESE/Resource</del>	<del>RI</del>	<del>04</del>	<del>04</del>
A521	Paraprofessional ESE Center Schools	RI/RS	01	01
A522	Paraprofessional Student Focused	RS	01	01
A523	Paraprofessional Autism Spectrum Disorder	RS	01	01
A524	Paraprofessional Physically Impaired	RS	01	01
A525	Paraprofessional ESE Pre-K	RS	01	01
A526	Paraprofessional EBD	RS	01	01
A530	Paraprofessional Vocational	RI	01	01
A550	Paraprofessional Pre-K	RI	01	01
A55A	Child Development Associate Instructor	RC	04-06	01
B777	Board Member	SB	01	
B778	Board Chairman	SB	01	
E001	Secretary to the Superintendent	EU	13	01
E003	Admn Asst to Superintendent/School Board	EU	11	09
E005	Truancy Officer	EA	21	01
E026	School Safety Assistant	EA	19	01
E027	Police Emergency Communications Supervisor	EU	10	01
E029	Physician	EA	40	01
E030	Licensed Practical Nurse	EA	17	21
E031	Registered Nurse	EA	23	23
E032	Medical Assistant	EA	12	22
E033	Athletic Trainer	EA	34	01
E038	School Bus Router	EA	22	02
E042	Fleet Manager	EA	33	01
E049	Exceptional Student Education Job Coach	EA	24	01
E058	Contract Compliance Inspector	EA	20	12
E090	Budget Clerk	EU	04	01
E091	Budget Assistant	EU	09	01
E092	Budget Analyst Junior *	EA	04	01
E093	Budget Analyst *	EA	05	01
E094	Budget Analyst Senior *	EA	06	01
E095	Budget Analyst Lead *	EA	07	01
E302	Middle School Secretary	EU	04	01
E303	High School Secretary	EU	06	01
E305	School Secretary/ Bookkeeper *	EU	05	01
E645	EMCS Project Analyst	EA	27	12
S011	Safety Specialist	LI	03	Payband

\*1 year Probation

Job Code	Job Title	Pay Scale	Grade	Level
S012	Safety Coordinator *	LI	05	Payband
S016	Police Sergeant	PO	02	Payband
S017	School Resource Officer *	PO	01	Payband
S018	Police Officer *	PO	01	Payband
S021	Police Investigator	PO	02	Payband
S023	School Security Guard	UA	01	04
S024	Police Emergency Communications Officer	UA	07	01
S025	Lead Police Emergency Communications Officer			
S037	Fleet Operations and Inspections Coordinator *	SV	26	Payband
S043	School Interpreter	UI	01	01
S045	PBX Operator	UA	03	01
S046	Educational Oral Transliterators	UA	10	01
S048	Bilingual ESOL Translator/Tester	UA	10	01
S057	Buyer Assistant	UA	09	01
S060	Warehouse Manager	SV	24	Payband
S061	Assistant Warehouse Manager	SV	21	Payband
S062	Material Control Coordinator	UA	12	01
S075	Field Property Records Clerk *	MT	16	Payband
S076	Property Records Technician	MT	19	Payband
S081	Stock Clerk I	MT	13	Payband
S082	Stock Clerk II	MT	16	Payband
S090	Support Technician	UA	ST	15
S111	Accountant I	LI	02	Payband
S112	Accountant II	LI	04	Payband
S113	Accountant III	LI	08	Payband
S120	Payroll Technician Trainee *	UA	07	01
S121	Payroll Technician	UA	09	01
S122	Account Clerk	UA	04	01
S123	Account Technician *	UA	07	01
S124	Financial Records Analyst *	LI	01	Payband
S126	Research Analyst	UA	08	01
S127	Data Entry Clerk	UA	03	01
S128	Financial Records Analyst Senior *	LI	02	Payband
S129	SIMS Data Control Clerk Trainee *	UA	03	01
S131	SIMS Data Control Clerk	UA	05	01
S152	Computer Supervisor	SV	31	Payband
S160	Technology Services Technician Trainee	LI	01	Payband
S161	Technology Services Technician I	LI	02	Payband
S162	Technology Services Technician II	LI	03	Payband
S163A	Technology Services Technician III Enterprise System Admin	LI	08	Payband
S163B	Technology Services Technician III ID & Comm Mgmt	LI	08	Payband
S163C	Technology Services Technician III Network	LI	08	Payband
S163D	Technology Services Technician III Security	LI	08	Payband
S163E	Technology Services Technician III Help Desk & Field Support	LI	08	Payband
S163F	Technology Services Technician III Data Center	LI	08	Payband
S164A	Technology Services Technician IV Enterprise System Admin	LI	10	Payband
S164B	Technology Services Technician IV ID & Comm Mgmt	LI	10	Payband
S164C	Technology Services Technician IV Network	LI	10	Payband
S164D	Technology Services Technician IV Security	LI	10	Payband
S164F	Technology Services Technician IV Data Center	LI	10	Payband
E/S212	Secretary II	EU/UA	04	01
E/S213	Secretary III	EU/UA	06	01
E/S214	Secretary IV	EU/UA	08	01
S222	Clerk Typist	UA	02	01

\*1 year Probation

Job Code	Job Title	Pay Scale	Grade	Level
E/S232	Administrative Clerk II	EU/UA	02	01
E/S233	Administrative Clerk III	EU/UA	04	01
S238	Human Resources Aide Assistant	UA	02	01
S239	Human Resources Aide	UA	03	01
S240	Human Resources Staffing Assistant	UA	05	01
S241	Human Resources Technician Assistant *	UA	07	01
S242	Human Resources Technician	UA	09	01
S261	Printer Trainee *	MT	16	Payband
S262	Printer	MT	19	Payband
S263	Printing Supervisor	SV	21	Payband
S300A	School Office Assistant Office	UA	01	04
S300B	School Office Assistant Media	UA	01	04
S300C	School Office Assistant Guidance	UA	01	04
S300D	School Office Assistant Curriculum	UA	01	04
E/S301A	Clerk I Office	EU/UA	02	01
S301B	Clerk I Media	UA	02	01
S301C	Clerk I Guidance	UA	02	01
S301D	Clerk I Curriculum	UA	02	01
S309	School Bookkeeper Assistant *	UA	02	01
S310	Bookkeeper I *	UA	04	01
S311	School Bookkeeper II *	UA	07	01
S312	School Bookkeeper III *	UA	09	01
S418	Food Service Manager (Redlined)	FW	01	Payband
S419	Food Service Assistant (Redlined)	CA	08	06
S419A	Food Service Assistant (Catered Site) (Redlined)	CA	08	06
S419D	Food Service Assistant (Cook) (Redlined)	CA	08	06
S420	Food Service Cook (Redlined)	CA	08	06
S512	Custodian (Redlined)	CA	11	05
S513	Lead Custodian (Redlined)	CA	12	06
S647	Facilities Project Coordinator	LI	06	Payband
S655A	Construction & Facilities Inspector *	LI	07	Payband
S655B	Construction & Facilities Inspector *	LI	07	Payband
S655C	Construction & Facilities Inspector *	LI	07	Payband
S655D	Construction & Facilities Inspector *	LI	07	Payband
S655E	Construction & Facilities Inspector *	LI	07	Payband
S656A	Plans Examiner *	LI	07	Payband
S656B	Plans Examiner (PE or Architect) *	LI	09	Payband
S657	Building Permit Technician	LI	02	Payband
S660	Dispatcher (Redlined)	MT	21	Payband
S661	Maintenance Dispatcher	MT	20	Payband
S670	Maintenance General Foreman	SV	29	Payband
S680	Utility Leaderman	SV	22	Payband
S681	Welder	MT	21	Payband
S691	Cement Mason	MT	21	Payband
S700	HAR Foreman	SV	27	Payband
S701	HAR Mechanic	MT	25	Payband
S702	HAR Leaderman	SV	25	Payband
S710	Refrigeration Mechanic	MT	25	Payband
S711	Temperature Control Mechanic	MT	25	Payband
S713	HAR Chiller Technician	MT	25	Payband
S720	Carpenter Foreman	SV	24	Payband
S721	Carpenter	MT	22	Payband
S722	Carpenter Lead Worker	SV	22	Payband
S730	Electronics Systems Foreman	SV	26	Payband

\*1 year Probation

Job Code	Job Title	Pay Scale	Grade	Level
S731	Electronics Systems Lead Mechanic	SV	24	Payband
S732	Electronics Systems Mechanic	MT	24	Payband
S733	Security Alarm Technician	MT	24	Payband
S740	Security Alarm Technician Assistant *	MT	19	Payband
S760	Electrician Foreman	SV	26	Payband
S761	Electrician	MT	24	Payband
S762	Electrician Leaderman	SV	24	Payband
S801	Painter Foreman	SV	23	Payband
S802	Painter/Glazier (Redlined)	MT	22	Payband
S803	Painter	MT	18	Payband
S804	Painter/Glazier General Foreman	SV	26	Payband
S808	Glazier Working Foreman	SV	22	Payband
S809	Glazier	MT	22	Payband
S810	Grounds General Foreman	SV	26	Payband
S811	Grounds Crew Foreperson	SV	18	Payband
S812	Grounds Working Foreperson	SV	16	Payband
S813	Tractor Operator	MT	13	Payband
S814	Groundskeeper	MT	11	Payband
S815	Athletic Field Maintenance Technician *	MT	22	Payband
S830	Locksmith Foreman	SV	23	Payband
S831	Locksmith	MT	21	Payband
S840	Mill Shop Carpenter Foreman	SV	24	Payband
S841	Mill Shop Carpenter	MT	22	Payband
S852	Computer Repair Technician	MT	23	Payband
S855	Information Transport Systems Technician	MT	24	Payband
S860	Instructional Equipment Repair Foreperson	SV	26	Payband
S861	Instructional Equipment Repair Lead Technician			
S862	Instructional Equipment Repair Technician	MT	23	Payband
S871	Plasterer/Drywall Finisher	MT	21	Payband
S881	Tile Mechanic	MT	21	Payband
S890	Plumber Foreman	SV	27	Payband
S891	Plumber	MT	25	Payband
S893	Irrigation Mechanic	MT	19	Payband
S910	Wastewater/Water Plant Foreman	SV	26	Payband
S911	Liftstation Mechanic	MT	24	Payband
S912	Water Treatment Mechanic (HVAC)	MT	20	Payband
S921	Sheetmetal Worker	MT	22	Payband
S940	Utility Foreman	SV	24	Payband
S941	Equipment Operator	MT	20	Payband
S942	Utility Mechanic	MT	19	Payband
S943	Sign Mechanic	MT	19	Payband
S951	Exterminator	MT	19	Payband
S990	Electrician Assistant	MT	16	Payband
S993	Plumber & Irrigation Assistant	MT	16	Payband
S997	HAR Mechanic Assistant	MT	16	Payband
0001	Superintendent	SX	01	
0009	Cabinet Level Chief	DA		Payband
0010	Chief Officer	DA		Payband
0012	Region Superintendent	DA		Payband
0015	Executive Director	DA		Payband
0020	Director	DA		Payband
0025	Supervisor	DA		Payband
0030	Coordinator	DB		Payband
0032	Technical Manager (Redlined)	ET	00	Payband

\*1 year Probation



Job Code	Job Title	Pay Scale	Grade	Level
0035	Specialist	AB/AI (12Mo)	01	
0036	Specialist, Administrative Support	AC (12Mo)	01	
0041A	Specialist, School Counseling, Elem	AB/AI (12Mo)	01	
0041B	Specialist, School Counseling, Middle	AB/AI (12Mo)	01	
0041C	Specialist, School Counseling, High	AB/AI (12Mo)	01	
0200	Principal, High	AE	02	
0203	Principal, Middle	AE	02	
0204	Principal, K-8	AE	02	
0205	Principal, Elementary	AE	01	
0206	Principal, Alternative	AE	04	
0207	Principal, ESE Center	AE	03	
0208	Principal, Virtual Education	AE	03	
0209	Principal, Master	AE		
0223	Assistant Principal, Elementary	AP	01	
0224	Assistant Principal, Middle	AP	02	
0225	Assistant Principal, High	AP	02	
0226	Assistant Principal, K-8	AP	02	
0227	Assistant Principal, Alternative School	AP	04	
0228	Assistant Principal, Virtual School	AP	03	
0229	Assistant Principal, ESE Center	AP	03	
0302	Dean of Students, Elementary	TA/TC		
0307	Science, Elementary	TA/TC		
0309	Mathematics, Elementary	TA/TC		
0310	Kindergarten, Elementary	TA/TC		
0317	Computer Lab, Elementary	TA/TC		
0319	ESOL Resource Teacher	TA/TC		
0321	Resource, Elementary	TA/TC		
0322	Education Alternative, Elementary	TA/TC		
0330	Art, Elementary	TA/TC		
0331	Music, Elementary	TA/TC		
0332	P. E., Elementary	TA/TC		
0333	Reading, Elementary	TA/TC		
0334	Foreign Language, Elementary	TA/TC		
0335	Bilingual Dual Language, Elementary	TA/TC		
0340	ESOL Kindergarten	TA/TC		
0341	ESOL 1st Grade	TA/TC		
0342	ESOL 2nd Grade	TA/TC		
0343	ESOL 3rd Grade	TA/TC		
0344	ESOL 4th Grade	TA/TC		
0345	ESOL 5th Grade	TA/TC		
0348	Math Interventionist, Elem	TA/TC		
0349	Reading Interventionist, Elem	TA/TC		
0355	Reading Coach, Elementary	TA/TC		
0356	Standards Coach, Elementary	TA/TC		
0357	Math Coach, Elementary	TA/TC		
0358	Science Coach, Elementary	TA/TC		
0360	Combination, Grades K/1, Elementary	TA/TC		
0361	Combination, Grades 1/2, Elementary	TA/TC		
0362	Combination, Grades 2/3, Elementary	TA/TC		
0363	Combination, Grades 3/4, Elementary	TA/TC		
0364	Combination, Grades 4/5, Elementary	TA/TC		
0370	Primary, Grades K-3, Elementary	TA/TC		
0388	Pre-Kindergarten, Elementary	TA/TC		
0391	First Grade, Elementary	TA/TC		

\*1 year Probation

Job Code	Job Title	Pay Scale	Grade	Level
0392	Second Grade, Elementary	TA/TC		
0393	Third Grade, Elementary	TA/TC		
0394	Fourth Grade, Elementary	TA/TC		
0395	Fifth Grade, Elementary	TA/TC		
0396	Sixth Grade, Elementary	TA/TC		
0399	Magnet, Elementary	TA/TC		
0402	Dean of Students, Middle	TA/TC		
0406	Social Studies, Middle	TA/TC		
0407	Science, Middle	TA/TC		
0408	Music, Middle	TA/TC		
0409	Mathematics, Middle	TA/TC		
0410	Health, Middle	TA/TC		
0411	Language Arts, Middle	TA/TC		
0412	Reading, Middle	TA/TC		
0413	Physical Education, Middle	TA/TC		
0414	Art, Middle	TA/TC		
0415	Foreign Language, Middle	TA/TC		
0416	Reading Lab, Middle	TA/TC		
0417	Computer Lab, Middle	TA/TC		
0418	Drama, Middle	TA/TC		
0419	Dance, Middle	TA/TC		
0421	AASP Remedial Language Arts, Middle	TA/TC		
0429	AASP Remedial Math, Middle	TA/TC		
0433	Writing Skill, Middle	TA/TC		
0435	Bilingual Dual Language, Middle	TA/TC		
0440	ESOL, Middle	TA/TC		
0441	ESOL Math, Middle	TA/TC		
0442	ESOL Science, Middle	TA/TC		
0443	ESOL Social Studies, Middle	TA/TC		
0448	Math Interventionist, Middle	TA/TC		
0449	Reading Interventionist, Middle	TA/TC		
0450	Vocational Home Economics, Middle	TA/TC		
0455	Reading Coach, Middle	TA/TC		
0456	Standards Coach, Middle	TA/TC		
0457	Math Coach, Middle	TA/TC		
0458	Science Coach, Middle	TA/TC		
0475	Middle School Vocational Technical	TA/TC		
0480	Middle School Office Education	TA/TC		
0485	Middle School Vocational Industrial Arts	TA/TC		
0497	Military Sciences Elective	TA/TC		
0499	Magnet, Middle	TA/TC		
0502	Dean of Students, High	TA/TC		
0506	Social Studies, High	TA/TC		
0507	Science, High	TA/TC		
0508	Music, High	TA/TC		
0509	Mathematics, High	TA/TC		
0510	Health, High	TA/TC		
0511	Language Arts, High	TA/TC		
0512	Reading, High	TA/TC		
0513	Physical Education, High	TA/TC		
0514	Art, High	TA/TC		
0515	Foreign Language, High	TA/TC		
0516	Reading Lab, High	TA/TC		
0517	Computer Lab, High	TA/TC		

\*1 year Probation

Job Code	Job Title	Pay Scale	Grade	Level
0518	Drama, High	TA/TC		
0519	Dance, High	TA/TC		
0533	Writing Skill, High	TA/TC		
0540	ESOL, High	TA/TC		
0541	ESOL Math, High	TA/TC		
0542	ESOL Science, High	TA/TC		
0543	ESOL Social Studies, High	TA/TC		
0548	Math Interventionist, High	TA/TC		
0549	Reading Interventionist, High	TA/TC		
0555	Reading Coach, High	TA/TC		
0556	Standards Coach, High	TA/TC		
0557	Math Coach, High	TA/TC		
0558	Science Coach, High	TA/TC		
0559	Graduation Coach, High	TA/TC		
0599	Magnet, High	TA/TC		
0604	Alt Ed/Dropout Prevention - Middle	TA/TC		
0605	Alt Ed/Dropout Prevention - High	TA/TC		
0610	Driver Education	TA/TC		
0612	Intellectual Disabilities (SLA)	TA/TC		
0613	Physically Impaired	TA/TC		
0614	Audiologist	TA/TC		
0615	Physical Therapy	EQ	01	
0616	Occupational Therapy	EQ	01	
0617	Speech Language Pathologist	TA/TC		
0618	Deaf/Hard of Hearing	TA/TC		
0620	Visually Impaired	TA/TC		
0621	Varying Exceptionalities	TA/TC		
0622	Emotional/Behavioral Disabilities (BSC)	TA/TC		
0624	Gifted	TA/TC		
0625	Resource	TA/TC		
0626	Hospital/Homebound	TA/TC		
0627	Intellectual Disabilities (PLA)	TA/TC		
0630	Pre-K Handicapped (VE)	TA/TC		
0632	Adaptive Physical Education (SDPE)	TA/TC		
0633	Autism Spectrum Disorder (CSS)	TA/TC		
0634	Emotional/Behavioral Disabilities (DT) Day Treatment	TA/TC		
0650	Vocational - Home Economics	TA/TC		
0655	Vocational Distributive	TA/TC		
0660	Vocational Agriculture	TA/TC		
0670	Vocational Trade and Industrial	TA/TC		
0675	Vocational Technical	TA/TC		
0680	Office Education	TA/TC		
0685	Industrial Arts	TA/TC		
0700	Test Coordinator	TA/TC		
1001	Administrative Assistant	DB		Payband
1020	School Counselor, High	TA/TC		
1022	School Counselor, Elementary	TA/TC		
1023	School Counselor, Middle	TA/TC		
1025	School Librarian, Elementary	TA/TC		
1026	School Librarian, Middle	TA/TC		
1027	School Librarian, High	TA/TC		
1029	Mental Health Therapist			
1030A	Psychologist (12 months)	TP/PS		
1030B	Psychologist (12 Month Alt)	TD/PS		

\*1 year Probation

Job Code	Job Title	Pay Scale	Grade	Level
1030C	Psychologist (10 months)	TQ/PC		
1031	District Level Resource	TA/TC		
1032A	ESE Lead Teacher	TA/TC		
1032B	ESE Site Coach (BSC)	TA/TC		
1032C	ESE Site Coach (CSS)	TA/TC		
1032D	ESE Site Coach (DT)	TA/TC		
1033	OT Evaluator	EQ		
1034	Physical Therapist Evaluator	EQ		
1035	Admissions Representative	TA/TC		
1036	Program Representative	TA/TC		
1037	Intervention Representative	TA/TC		
1038	Behavior Analyst	TA/TC		
1039	Job Developer, ESE	TA/TC		
1040	T. V. Instructor	TA/TC		
1045	Other Instructional (Certificated)	TA/TC		
1045A	Other Instructional AICE	TA/TC		
1045B	Other Instructional IB	TA/TC		
1046	Other Support Personnel (Redlined)	TS		
1052	Athletic Coach	N/A		
1056	Standards Coach, District	TA/TC		
1059	Social Worker - 12 Months	AB/AI (12Mo)		
1060	Social Worker - 10 Months	TA/TC		
1061	In School Suspension Program	TA/TC		
1062	Math Coach, District	TA/TC		
1063	Science Coach, District	TA/TC		
1064	Social Studies Coach, District	TA/TC		
1065	Reading Coach, District	TA/TC		
1081	ROTC Instructor - 10 Months	TR/TA		
1083	ROTC Officer in Charge - 10 Months	TR/TA		
1090	Summer Curriculum Writer	TA/TC		
1091MASS	Summer Alternate Teacher	TA/TC		
NN40	School Monitor (PT)	PN	04	01
NN49	Parent Involvement Liason (PT)	PN	08	01-08
NN50	Volunteer Liason (PT)	PN	08	01-08
NN55	Tutor I (PT)(No Educational Degree)	PN	06	01 or 04
NN56	Tutor II (PT)(Educational Degree)	PN	13	01
NN57	Tutor III (PT)(Certificated)	PN	13	04
NN60	Community Ed Coordinator (PT)	CE	03	06-09
NN61	Community Ed Enrichment (PT)	CE	03	03-06
NN62	Community Ed Recreational (PT)	CE	02	06-09
NN63	Community Ed Driver Education (PT)	CE	03	08
NN64	Extended Day I (PT)	CE	02	01 or 09
NN65	Extended Day II (PT)	CE	03	06
NN67	Program Assistant (PT)	PN	06	01-08
NN70	Accompanist (PT)	PN	12	01-08
NN71	Other Instructional Support (PT)	PN	13	01-08
NN72MA	Teacher Trainer	PN	13	06
NN75MA	Child Care Provider	PN	04	01
NN76MA	Curriculum & Assessment Writer	PN	13	07
NN90	Extended Day Director (PT)	CE	04	02-04

\*1 year Probation

## **PART II**

# **EMPLOYEE GROUPS**

## **EMPLOYEE GROUP CODES**

**(Bargaining Unions)**

ADMN	Certificated Staff / Administrative (Exempt)
C630	LIUNA
CO79	AFSCME Florida Council 79
EXMT	Classified (Exempt)
FOPD	Fraternal Order of Police
IBEW	International Brotherhood of Electrical Workers
PARA	Paraprofessionals (DTU)
SUPV	Jacksonville Supervisors Association (JSA)
TCHR	Teachers/Psychologists/Specialists (DTU)
UOPD	United Office Personnel of Duval (DTU)
ZNOR	Part-time/Temporary - not entitled to representation
ZRET	

# **PART III**

# **SALARY SCHEDULES**

**DUVAL COUNTY PUBLIC SCHOOLS  
2018-2019**

**Specialist, Instructional Support (Grandfather)**

**12 Months (260 Days/8 Hours Daily)**

**Pay Scale AB**

<b>GRADE 01</b>		
<b>Level</b>	<b>Annual</b>	<b>Hourly</b>
01	42,880	20.61538
02	44,380	21.33654
03	45,880	22.05769
04	47,380	22.77885
05	49,080	23.59615
06	50,780	24.41346
07	52,480	25.23077
08	54,180	26.04808
09	55,880	26.86538
10	57,605	27.69471
11	59,330	28.52404
12	61,130	29.38942
13	62,980	30.27885
14	64,830	31.16827
15	66,680	32.05769
16	68,530	32.94712
17	70,380	33.83654
18	72,230	34.72596
19	74,080	35.61538
20	75,930	36.50481
21	77,780	37.39423
22	79,630	38.28365
23	81,480	39.17308
95	83,480	40.13462

**Level Movement - A specialist who worked one (1) day more than half of the previous work year in his/her position in Duval County shall advance one level on the salary schedule**

**Level 95 is for incumbents only who worked one day more than half of the last school year.**

**Instructional Specialists on Level 95 for School Year 16-17 will receive a \$500.00 supplement.**

**Advanced Degrees: Instructional Specialists will be paid one Advanced Degree Supplement for the highest degree level attained:**

**Masters Degree - \$1,000    Specialist Degree - \$1,200    Doctorate Degree - \$1,500**

**For Instructional Specialists hired on or after July 1, 2011, the Advanced Degree must be held in the individual's area of certification.**



**DUVAL COUNTY PUBLIC SCHOOLS**  
**2018-2019**  
**Specialist, Instructional Support (Performance Pay)**  
**12 Months (260 Days/8 Hours Daily)**  
**Pay Scale AI**

	Min	Max
Tier I	42,880	49,080
Tier II	49,081	57,605
Tier III	57,606	66,680
Tier IV	66,681	75,930
Tier V	75,931	83,480

**Advanced Degrees:** Instructional Specialists hired on or after July 1, 2011, who hold an advanced degree in their area of certification shall be compensated at the highest degree level in the form of an annual Advanced Degree Supplement as follows:

Masters Degree - \$1,000	Specialist Degree - \$1,200	Doctorate Degree - \$1,500
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Instructional Specialists hired prior to July 1, 2011 who elect to convert to the Performance Pay Schedule, will be paid the appropriate advanced degree supplement as stated above.

**Placement on the Performance Salary Schedule**

**Annual Contract Employees** – Employees on annual contract as of July 1, 2014 shall be automatically placed on the performance based salary schedule as required by law. Placement shall be made based on the employee's then current salary from the Grandfather Salary Schedule. **Total Salary is calculated as follows: Base Salary (Originally from the Grandfather Salary Schedule) plus all earned performance incentives since July 1, 2015. Any eligible supplements are paid in addition to total salary.**

**Newly Hired Employees** – Beginning July 1, 2015, initial salary placement for newly hired Instructional Specialists on the Performance Based salary schedule shall be determined based on his/her years of full-time teacher experience and the conversion calculation as set forth in the approved Teacher Contract. Once established, the Instructional Specialists shall be placed on Performance Schedule at the established salary.

**Current Non-Instructional Employees** – Current district employees not in an instructional position as of July 1, 2015 (but who were formerly in a district instructional position) who are later reassigned to an instructional position shall be assigned to the Grandfather Salary Schedule. Such employees shall be permitted to elect into the Performance Base Schedule (PBS) within 30 days of his/her reassignment.

**Authorized Leave** - Teachers who have continuing contract status or tenure who are on authorized leave during an authorized election period shall be permitted to elect into the PBS schedule within 30 days of his/her reassignment. This provision shall not apply to employees on unauthorized leave who return after July 1, 2014.

**Employees who are placed on or opt onto the Performance Salary Schedule shall not be eligible to return to the Grandfather Salary Schedule.**

**Salary Progression**

Eligible teachers assigned to the Performance Salary Schedule will receive an annual performance increase. Teachers rated as Highly Effective (HE) shall receive a performance increase of \$2,001 and teachers rated as Effective (E) shall receive a performance increase of \$1,000.50. Teachers with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.

Salary schedule effective July 1, 2018.

**DUVAL COUNTY PUBLIC SCHOOLS  
2018-2019**

**Specialist, Administrative Support**

**12 Months (260 Days/8 Hours Daily)**

**Pay Scale AC**

<b>GRADE</b>		
<b>01</b>		
<b>Level</b>	<b>Annual</b>	<b>Hourly</b>
01	34,848	16.75385
02	35,862	17.24135
03	37,052	17.81346
04	38,241	18.38510
05	39,578	19.02788
06	41,244	19.82885
07	43,028	20.68654
08	44,786	21.53173
09	46,452	22.33269
10	48,118	23.13365
11	49,663	23.87644
12	51,212	24.62115
13	52,757	25.36394
14	54,542	26.22212
15	56,595	27.20913
16	59,613	28.66010
17	62,752	30.16923
18	64,656	31.08462
19	66,560	32.00000
95	74,711	35.91875

All eligible Administrative Specialists will advance one Level.

Advanced Degrees: Administrative Specialists shall be compensated annually for a higher degree as follows:

Specialist Degree - \$300      Doctorate Degree - \$1,000

**DUVAL COUNTY PUBLIC SCHOOLS  
2018 - 2019  
Administrator - Principal  
12 Months (260 Days/8 Hours Daily)  
Pay Scale AE**

GRADE 01	Base Salary	
	Annual	Hourly
Elementary & K-6	78,000	37.50000
Middle, K-8, 6-12, & High	80,000	38.46154
Alt/Satellite ESE & Virtual	97,000	46.63462
Alternative	100,000	48.07692

**School's base salary**

- ◆ Fixed component
  - 16+ years experience as a Principal or higher as of July 1, 2014 \$5,000
- ◆ Complexity components\*
  - School Type

School Type	Enrollment	Amount
Elementary School, K-6	0-749	\$2000 base
	750-1149	\$2000 + 7.50 ea student above 749
	1150+	\$5000 max
Middle School, K-8	0-749	\$3000 base
	750-1149	\$3000 + 7.50 ea student above 749
	1150+	\$6000 max
High School, 6-12	0-749	\$7500 base
	750-2399	\$7500 + 1.25 ea student above 749
	2400+	\$14000 max

○ At or Above Grade Level (Math)		
School Type	% At or Above Grade Level	Amount
Elementary School, K-6	67-100%	\$3000 base
	34-66%	\$3000 + 175 ea percent below 67%
	0-33%	\$9000 max
Middle School, K-8	67-100%	\$4000 base
	34-66%	\$4000 + 175 ea percent below 67%
	0-33%	\$10000 max
High School, 6-12	67-100%	\$5000 base
	34-66%	\$5000 + 220 ea percent below 67%
	0-33%	\$12500 max
○ At or Above Grade Level (Reading)		
School Type	% At or Above Grade Level	Amount
Elementary School, K-6	67-100%	\$3000 base
	34-66%	\$3000 + 175 ea percent below 67%
	0-33%	\$9000 max
Middle School, K-8	67-100%	\$4000 base
	34-66%	\$4000 + 175 ea percent below 67%
	0-33%	\$10000 max
High School, 6-12	67-100%	\$5000 base
	34-66%	\$5000 + 220 ea percent below 67%
	0-33%	\$12500 max

Values determines initial administrator salary placement

- ◆ Annual Performance Amount Up to 5% of Base Salary

\* Complexity components and performance are not applicable to ESE, Alternative & Virtual schools.

Principals hired on or after July 1, 2011 are entitled to one annual Advanced Degree Supplement. The Advanced Degree must be held in the Principal's area of certification.	
Specialist: \$1,200	Doctorate: \$1,500

Principals hired prior to July 1, 2011 are entitled to one annual Advanced Degree Supplement.	
Specialist: \$300	Doctorate: \$1,000

\* Complexity components and performance are not applicable to ESE, Alternative & Virtual schools.

# DUVAL COUNTY PUBLIC SCHOOLS 2018-2019

## Principal Performance Components

	<u>High School</u>			<u>Elementary</u>		
	Highest Possible Score	Rating		Highest Possible Score	Rating	
Targets:						
1. Audits (IEPs, ESOL)	3	2	(E)	3	2	(E)
2. Financial impact (FTE, Federal impact)	3	2	(E)	3	3	(E)
3. Enrollment	3	3		3	3	
4. College Readiness (HS Only)	3	2				
5. Graduation Rate (HS Only)	3	3				
6. Reading Growth	6	4		6	4	
7. MathGrowth	6	4		6	5	
	<hr style="width: 50%; margin: 0 auto;"/> 27	<hr style="width: 50%; margin: 0 auto;"/> 20		<hr style="width: 50%; margin: 0 auto;"/> 21	<hr style="width: 50%; margin: 0 auto;"/> 17	
Scores		<b>74%</b>			<b>81%</b>	

### Evaluation Indicators (Rating):

Highly Effective	3
Effective	2
Needs Improvement	1
Unsatisfactory	0

(Ex: HS Principal  
making \$114,000)  
\$4,000.00

(Ex: Elem Principal  
making \$86,000)  
\$3,900.00

### **Maximum Amount**

### **Calculation (Max amount \* Score)**

\$4,000\*0.74

\$3,900\*0.81

### Performance Amount

\$2,960.00

\$3,159.00

**Principal Salary**  
**Performance**  
**TOTAL SALARY**

\$114,000.00  
\$2,960.00  

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\$116,960.00

\$86,000.00  
\$3,159.00  

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\$89,159.00



**DUVAL COUNTY PUBLIC SCHOOLS  
2018-2019**

**Administrator - Assistant Principal  
12 Months (239 Days/8 Hours Daily)  
Pay Scale AP**

GRADE 01	Base Salary	
	Annual	Hourly
01 - Elementary & K-6	51,000	26.67364
02 - Middle, K-8, 6-12, & High	53,000	27.71967
03 - Alt/Satellite ESE & Virtual	62,000	32.42678
04 - Alternative	71,000	37.13389

School's base salary

- ◆ Fixed component  
16+ years experience as an Asst Principal or higher as of July 1, 2014 \$3,500
- ◆ Complexity components\*
  - School Type

School Type	Enrollment	Amount
Elementary School, K-6	0-749	\$1000 base
	750-1148	\$1000 + 3.75 ea student above 749
	1149+	\$2500 max
Middle School, K-8	0-749	\$1500 base
	750-1148	\$1500 + 3.75 ea student above 749
	1149+	\$3000 max
High School, 6-12	0-749	\$3750 base
	750-2399	\$3750 + 1.00 ea student above 749
	2400+	\$8000 max

○ At or Above Grade Level (Math)		
School Type	% At or Above Grade Level	Amount
Elementary School, K-6	67-100%	\$1500 base
	34-66%	\$1500 + 87.50 ea percent below 67%
	0-33%	\$4500 max
Middle School, K-8	67-100%	\$2000 base
	34-66%	\$2000 + 87.50 ea percent below 67%
	0-33%	\$5000 max
High School, 6-12	67-100%	\$2500 base
	34-66%	\$2500 + 110 ea percent below 67%
	0-33%	\$6250 max
○ At or Above Grade Level (Reading)		
School Type	% At or Above Grade Level	Amount
Elementary School, K-6	67-100%	\$1500 base
	34-66%	\$1500 + 87.50 ea percent below 67%
	0-33%	\$4500 max
Middle School, K-8	67-100%	\$2000 base
	34-66%	\$2000 + 87.50 ea percent below 67%
	0-33%	\$5000 max
High School, 6-12	67-100%	\$2500 base
	34-66%	\$2500 + 110 ea percent below 67%
	0-33%	\$6250 max
Values determines initial administrator salary placement		

- ◆ Annual Performance Amount Up to 5% of Base Salary

Assistant Principals hired on or after July 1, 2011 are entitled to one annual Advanced Degree Supplement. The Advanced Degree must be held in the Assistant Principal's area of certification.
Specialist: \$1,200 <span style="float: right;">Doctorate: \$1,500</span>

Assistant Principals hired prior to July 1, 2011 are entitled to one annual Advanced Degree Supplement.
Specialist: \$300 <span style="float: right;">Doctorate: \$1,000</span>

\* Complexity components and performance are not applicable to ESE, Alternative & Virtual schools.

# DUVAL COUNTY PUBLIC SCHOOLS 2018-2019

## Assistant Principal Performance Components

	<u>High School</u>			<u>Elementary</u>		
<u>Targets:</u>	Highest Possible Score	Rating		Highest Possible Score	Rating	
1. Audits (IEPs, ESOL)	3	2	(E)	3	2	(E)
2. Financial impact (FTE, Federal impact)	3	2	(E)	3	3	(E)
3. Enrollment	3	3		3	3	
4. College Readiness (HS Only)	3	2				
5. Graduation Rate (HS Only)	3	3				
6. Reading Growth	6	4		6	4	
7. Math Growth	6	4		6	5	
	27	20		21	17	
Scores		<b>74%</b>			<b>81%</b>	

### Evaluation Indicators (Rating):

Highly Effective	3
Effective	2
Needs Improvement	1
Unsatisfactory	0

(Ex: HS Assistant Principal making \$70,000)

(Ex: Elem Assistant Principal making \$58,000)

### Maximum Amount

\$2,650.00

\$2,550.00

### Calculation (Max amount \* Score)

\$2650.00\*0.74

\$2,550.00\*0.81

### Performance Amount

\$1,961.00

\$2,065.50

**Principal Salary**  
**Performance**  
**TOTAL SALARY**

\$70,000.00  
\$1,961.00  

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\$71,961.00

\$58,000.00  
\$2,065.50  

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\$60,065.50

# DUVAL COUNTY PUBLIC SCHOOLS

## 2018-2019

### PERFORMANCE METRICS

1. Audits (3pts.) - Data obtained from the employee evaluation.
  - A. Ensures services and accommodations on a student's IEP are being implemented (X.5)
  - B. Ensures ESOL students are properly funded and services at the school level (X.5)
  
2. Financial Impact (3pts.) - Data obtained from the employee evaluation.
  - A. Ensures FTE counts are accurate to reflect appropriate revenue (X.5)
  - B. Increase the number of Federal Impact AID surveys for eligible students (X.5)
  
3. Enrollment (3pts.) - Individual school target based on historical data. Convert to a 0-3 scale. Enrollment will be compared to the three year average to obtain a percent of three year average. That percent will be order ranked and points assigned as follows:

Bottom quarter = 0	2nd quarter = 1	3rd quarter = 2	Top quarter = 3
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4. College Readiness (HS only) (3pts) - Individual school target based on historical data. Converted to a 0-3 scale. College Readiness will be measured based on the percent of students meeting college readiness in Math and Reading. There will be a performance and change components to these metrics.
  - A. Performance - Percent College Readiness by school. Rank ordered and points assigned for each subject as follows:

Bottom quarter = 0	2nd quarter = 0.25	3rd quarter = 0.5	Top quarter = 0.75
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  - B. Change - The percent point change of College Readiness from prior year to current year will be order ranked for each subject and points assigned as follows:
    - <0 = 0.0
    - >0, <Dist Avg. = 0.25
    - >Dist. Avg., <Dist. Avg + one Std. Dev. = 0.5
    - >Dist. Avg. + one St. Dev. = 0.75
  
5. Grad Rate (HS only) (3pts) - Converted to a 0-3 scale. Grad Rate will be from school grades. There will be a performance and change components to these metrics.
  - A. Performance - Percent Grad Rate from prior year will be order ranked and points as follows:

Bottom quarter = 0	2nd quarter = 0.5	3rd quarter = 1.0	Top quarter = 1.5
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  - B. Change - The percent point change of Grad Rate from prior year to current year will be order ranked and points assigned as follows:
    - <0 = 0.0
    - >0, <Dist Avg. = 0.5
    - >Dist. Avg., <Dist. Avg + one Std. Dev. = 1.0
    - >Dist. Avg. + one St. Dev. = 1.5
  
6. and 7. Reading and Math Growth (6 pts ea.) - Converted to a 0-6 scale. The percent of students meeting growth expectations for each school will be taken from the FL DOE Student growth model data for Reading and Math. The scores will be order ranked and points assigned as follows:

Bottom seventh = 0
2nd seventh = 1
3rd seventh = 2
4th seventh = 3
5th seventh = 4
6th seventh = 5
Top seventh = 6



**DUVAL COUNTY PUBLIC SCHOOLS  
2018-2019  
Council 79 - Hourly  
Pay Scale CA**

<b>GRADE Level</b>	<b>8</b>	<b>11</b>	<b>12</b>
<b>5</b>		14.09	
<b>6</b>	13.28	14.71	15.35
<b>7</b>	13.54	15.35	16.08
<b>8</b>	14.21	16.08	16.77
<b>9</b>	15.22	17.48	17.56
<b>10</b>	15.49	17.76	18.44
<b>11</b>			20.12
<b>12</b>			20.39

A custodian or lead custodian who successfully completes the Lead Custodian Training Program shall be eligible for a one-time lump sum payment of \$250 upon completion of the program.

Permanent Lead Custodians will be paid supplemental pay based on the total allocation of custodians for his or her assigned school at the beginning of the school fiscal year as follows: if allocated less than four (4) custodians, none; four (4) or five (5) custodians, \$25 a month; and for each additional custodial employee allocation above five (5), and additional \$5 per month.

In addition to the above hourly rate an employee shall receive \$300 a year for each five (5) continuous years of service with the Duval County Public Schools.

Please note that no supplemental pay will be paid while an employee is "Acting" Lead Custodian or in a probationary status. Only employees who have achieved permanent status in the class of Lead Custodian will qualify to earn this supplemental pay.

2.0% increase, no step

**DUVAL COUNTY PUBLIC SCHOOLS  
2018-2019  
Community Education / Extended Day  
Part-time / Temporary Hourly  
Pay Scale CE**

GRADE	2	3	4
Level			
1	10.00		21.00
2	10.50	14.50	26.00
3	11.00	15.00	30.00
4	11.50	16.00	34.00
5	12.00	17.00	
6	12.50	18.00	
7	13.00	19.00	
8	13.50	20.00	
9	14.00	21.00	

Job Code	GRADE	Tier 1 (0-5 yrs experience)	Tier 2 (6-11 yrs experience)	Tier 3 (12-17 yrs experience)	Tier 4 (17+ yrs experience)	
NN60	Community Ed Coordinator	3	6	7	8	9
NN61	Community Ed Enrichment	3	3	4	5	6
NN62	Community Ed Recreational	2	6	7	8	9
NN63	Community Ed Driver Education	3	8			

Job Code	GRADE	Level	
NN64	Extended Day I	2	1 or 9
NN65	Extended Day II	3	6
NN90	Extended Day Director Summer Camp	4	1
NN90	Extended Day Director	4	2-4

# DUVAL COUNTY PUBLIC SCHOOLS

2018-2019

## District Administrator

12 Months (260 Days)

### Pay Scale DA

Pay Band	Min	Mid	Max
PB14	\$120,000	\$150,000	\$180,000
PB13	\$108,000	\$135,000	\$162,000
PB12	\$88,000	\$110,000	\$132,000
PB11	\$76,000	\$95,000	\$114,000
PB10	\$68,000	\$85,000	\$102,000
PB09	\$60,000	\$75,000	\$90,000
PB08	\$49,000	\$62,000	\$75,000

#### Entry Level Salaries for positions in Pay Bands 10-14.

Director, Operations	\$90,000
Director, Academic Services	\$100,000
Executive Director, Operations	\$100,000
Executive Director, Academic Services	\$ 110,000
Regional Superintendent	\$ 135,000
Assistant Superintendent	\$140,000
Executive Director, Region	\$110,000
Chief of Staff	\$160,000
Deputy Superintendent	\$160,000

2% increase for Pay Bands 8 and 9.

2% increase or movement to the entry level salary for the position, whichever is greater for PB 10-14

**An annual supplement of \$300 shall be paid for a Specialist degree and \$1,000 for a Doctorate degree.**

1.9% Increase

**DUVAL COUNTY PUBLIC SCHOOLS  
2018-2019**

**District Administrator  
12 Months (260 Days)  
Pay Scale DB**

<b>Pay Band</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
<b>PB03</b>	<b>\$46,137</b>	<b>\$64,583</b>	<b>\$83,028</b>
<b>PB02</b>	<b>\$44,983</b>	<b>\$63,478</b>	<b>\$81,972</b>

**An annual supplement of \$300 shall be paid for a Specialist degree and \$1,000 for a Doctorate degree.**

2.0% Increase

## **CLASSIFICATION**

Director - One who directs or makes decisions within the broad spectrum of the School Board policy and regulations governing the operation of a specific function of the school system. The level of directorship is determined by the scope of responsibility.

Supervisor - One who is involved in the process of implementing general programs and activities promulgated by directors. Identified with a specific section of a yet larger operation. The scope of responsibility determines the classification level.

Coordinator - One involved in a specific process or program having similar operations in the system. Responsible for the successful performance and/or execution of an activity based in more than one area of school operation.

## **TERMS OF EMPLOYMENT**

The regular period of employment for twelve (12) month Administrators shall be 260 days (or 240 days for 12 month Alternative Administrators.)

**DUVAL COUNTY PUBLIC SCHOOLS**

**2018-2019**

**EXEMPT (NON CERTIFICATED)**

**Pay Scale EA**

	X	X	X	X		X		X		X	X	X	X	X	X		X	X		X	X		X				
<b>GRADE</b>	<b>04</b>	<b>05</b>	<b>06</b>	<b>07</b>	<b>11</b>	<b>12</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>27</b>	<b>29</b>	<b>30</b>	<b>32</b>	<b>33</b>	<b>34</b>	<b>37</b>	<b>38</b>	<b>31</b>	<b>40</b>	
<b>Level</b>																											
01	17.27	18.11	19.03	20.94	8.75	9.11	10.46	11.00	11.55	12.69	12.77	13.05	13.98	14.68	15.39	16.14	18.45	20.44	21.43	23.57	24.05	25.99	30.36	31.85	43.27	43.27	
02	17.66	18.51	19.46	21.41	8.87	9.30	10.68	11.24	11.80	12.97	13.06	13.33	14.31	15.01	15.73	16.50	18.85	20.91	21.92	24.09	24.59	26.56	31.04	32.58	-	-	
03	18.01	18.91	19.85	21.84	9.06	9.51	10.89	11.46	12.06	13.24	13.31	13.60	14.59	15.32	16.04	16.82	19.25	21.33	22.36	24.59	25.10	27.10	31.67	33.25	-	-	
04	18.35	19.26	20.25	22.27	9.26	9.69	11.11	11.71	12.29	13.49	13.59	13.86	14.88	15.65	16.38	17.19	19.64	21.76	22.82	25.08	25.61	27.64	32.31	33.92	-	-	
05	18.74	19.68	20.64	22.72	9.45	9.88	11.33	11.92	12.54	13.77	13.85	14.14	15.18	15.95	16.70	17.52	20.04	22.17	23.29	25.60	26.12	28.22	32.96	34.60	-	-	
06	19.08	20.04	21.05	23.14	9.63	10.09	11.58	12.16	12.78	14.07	14.13	14.42	15.48	16.26	17.01	17.89	20.44	22.65	23.77	26.11	26.65	28.74	33.62	35.29	-	-	
07	19.48	20.46	21.47	23.62	9.81	10.28	11.82	12.41	13.05	14.35	14.41	14.71	15.80	16.56	17.37	18.23	20.82	23.08	24.26	26.64	27.16	29.35	34.27	36.02	-	-	
08	19.87	20.85	21.92	24.11	10.01	10.50	12.06	12.63	13.30	14.63	14.70	15.00	16.12	16.90	17.71	18.60	21.26	23.56	24.70	27.15	27.72	29.94	34.97	36.74	-	-	
09	20.28	21.29	22.34	24.58	10.20	10.68	12.29	12.89	13.56	14.91	14.99	15.28	16.43	17.25	18.05	18.97	21.68	24.03	25.20	27.71	28.27	30.53	35.64	37.44	-	-	
10	20.69	21.70	22.79	25.07	10.41	10.89	12.54	13.18	13.83	15.20	15.27	15.62	16.76	17.61	18.42	19.35	22.10	24.51	25.73	28.26	28.86	31.14	36.38	38.20	-	-	
11	21.07	22.11	23.24	25.56	10.61	11.11	12.78	13.43	14.10	15.51	15.61	15.92	17.13	17.96	18.79	19.73	22.57	24.99	26.23	28.83	29.40	31.77	37.10	38.95	-	-	
12	21.50	22.59	23.69	26.07	10.84	11.33	13.05	13.70	14.39	15.83	15.91	16.24	17.44	18.30	19.17	20.12	23.01	25.48	26.74	29.39	29.99	32.43	37.83	39.73	-	-	
13	21.95	23.04	24.20	26.63	11.06	11.58	13.30	13.96	14.67	16.14	16.21	16.54	17.80	18.70	19.57	20.52	23.45	26.00	27.29	29.98	30.59	33.06	38.59	40.53	-	-	
14	22.36	23.48	24.66	27.12	11.27	11.82	13.56	14.22	14.96	16.47	16.53	16.87	18.15	19.03	19.96	20.95	23.93	26.52	27.84	30.57	31.21	33.75	39.36	41.34	-	-	
15	22.82	23.96	25.16	27.67	11.51	12.06	13.83	14.52	15.25	16.78	16.86	17.23	18.51	19.41	20.35	21.36	24.41	27.05	28.39	31.20	31.82	34.40	40.16	42.19	-	-	
16	23.29	24.44	25.66	28.24	11.75	12.29	14.10	14.82	15.58	17.15	17.22	17.56	18.89	19.83	20.75	21.81	24.90	27.59	28.96	31.81	32.48	35.07	40.96	43.04	-	-	
17	23.77	24.95	26.19	28.80	11.96	12.54	14.39	15.12	15.88	17.48	17.55	17.93	19.26	20.24	21.17	22.24	25.40	28.18	29.54	32.47	33.12	35.76	41.78	43.89	-	-	
18	24.26	25.43	26.71	29.38	12.20	12.78	14.67	15.42	16.19	17.83	17.91	18.28	19.66	20.61	21.59	22.68	25.91	28.70	30.14	33.10	33.80	36.50	42.63	44.77	-	-	
19	24.70	25.95	27.24	29.97	12.45	13.05	14.96	15.74	16.51	18.17	18.27	18.67	20.05	21.03	22.03	23.11	26.41	29.27	30.72	33.79	34.49	37.22	43.47	45.67	-	-	
20	25.20	26.49	27.80	30.57	12.69	13.30	15.25	16.04	16.82	18.54	18.65	19.00	20.45	21.45	22.44	23.59	26.96	29.88	31.33	34.48	35.17	37.98	44.35	46.58	-	-	
21	25.73	27.00	28.36	31.21	12.95	13.56	15.58	16.38	17.19	18.92	18.99	19.38	20.83	21.88	22.91	24.07	27.50	30.48	31.98	35.16	35.86	38.73	45.23	47.49	-	-	
22	26.23	27.54	28.94	31.81	13.22	13.83	15.88	16.70	17.52	19.28	19.37	19.78	21.28	22.31	23.38	24.55	28.07	31.08	32.60	35.85	36.60	39.50	46.12	48.47	-	-	
23	26.75	28.12	29.51	32.47	13.47	14.10	16.19	17.01	17.89	19.69	19.77	20.18	21.70	22.77	23.83	25.03	28.61	31.71	33.26	36.59	37.33	40.33	47.06	49.42	-	-	
24	27.31	28.65	30.08	33.10	13.74	14.39	16.51	17.37	18.23	20.07	20.16	20.57	22.11	23.19	24.32	25.54	29.17	32.34	33.95	37.31	38.10	41.11	47.98	50.42	-	-	
25	27.85	29.23	30.69	33.77	14.04	14.67	16.82	17.71	18.60	20.47	20.56	20.98	22.58	23.66	24.79	26.04	29.78	32.98	34.61	38.08	38.85	41.94	48.95	51.42	-	-	
26	28.53	29.96	31.47	34.61	14.39	15.02	17.27	18.14	19.06	20.98	21.07	21.50	23.11	24.28	25.42	26.70	30.51	33.82	35.48	39.02	39.80	42.99	50.18	52.70	-	-	
27	29.23	30.69	32.23	35.48	14.75	15.42	17.71	18.59	19.55	21.50	21.61	22.04	23.68	24.88	26.06	27.37	31.28	34.65	36.37	40.00	40.82	44.05	51.42	54.02	-	-	
28	30.12	31.61	33.20	36.52	15.17	15.88	18.23	19.15	20.12	22.12	22.28	22.72	24.41	25.62	26.86	28.20	32.22	35.69	37.43	41.20	42.03	45.36	52.97	55.65	-	-	
29	31.00	32.57	34.20	37.62	15.64	16.37	18.78	19.73	20.73	22.81	22.93	23.39	25.13	26.37	27.64	29.01	33.18	36.79	38.57	42.44	43.30	46.74	54.55	57.32	-	-	
30	31.94	33.53	35.23	38.73	16.09	16.82	19.33	20.33	21.35	23.48	23.62	24.08	25.90	27.16	28.49	29.90	34.17	37.89	39.71	43.70	44.61	48.13	56.18	59.05	-	-	
31	32.57	34.20	35.92	39.50	16.40	17.18	19.73	20.73	21.80	23.96	24.08	24.56	26.40	27.72	29.05	30.50	34.85	38.62	40.48	44.58	45.48	49.08	57.31	60.20	-	-	
32	33.21	34.87	36.61	40.27	16.73	17.51	20.10	21.12	22.23	24.43	24.56	25.04	26.93	28.25	29.61	31.09	35.54	39.38	41.30	45.47	46.38	50.06	58.46	61.40	-	-	
33	33.56	35.23	37.00	40.69	16.90	17.71	20.33	21.34	22.43	24.68	24.82	25.29	27.21	28.55	29.90	31.41	35.91	39.81	41.75	45.94	46.86	50.57	59.04	62.04	-	-	

**Working Days: 260 (2080 hrs)**

**In addition to the above hourly rate, an employee shall receive \$300 a year for each five (5) years service with the Duval County Public Schools.**

**2.0% Increase No level**

**DUVAL COUNTY PUBLIC SCHOOLS**  
**2018-2019**  
**Technical Managers**  
**12 Months (260 Days/8 Hours Daily)**  
**Pay Scale ET**

	Min	Max
GRADE 01	37,235	55,575

2.0% Increase

Salary schedule effective July 1, 2018.

**DUVAL COUNTY PUBLIC SCHOOLS**  
**2018-2019**  
**Physical Therapist / Occupational Therapist**  
**10 Months (196 Days)**  
**Pay Scale EQ**

<b>GRADE 01</b>		
<b>Level</b>	<b>Annual</b>	<b>Hourly</b>
01	46,213	32.16652
02	47,297	32.92104
03	48,385	33.67834
04	49,498	34.45304
05	50,636	35.24515
06	51,801	36.05605
07	52,993	36.88574
08	54,212	37.73422
09	55,458	38.60150
10	56,734	39.48966
11	58,039	40.39800
12	59,374	41.32723
13	60,739	42.27733
14	62,137	43.25041
15	63,566	44.24507
16	65,028	45.26269
17	66,524	46.30398
18	68,054	47.36893
19	74,484	51.84453

Level increase for 2017-2018



**DUVAL COUNTY PUBLIC SCHOOLS**  
**2018-2019**  
**Exempt (Clerical)**  
**Hourly**  
**Pay Scale EU**

GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13
Level													
1	9.23	9.80	10.12	10.74	11.12	11.63	12.17	12.77	13.39	13.99	14.49	15.38	20.51
2	9.41	10.00	10.33	10.97	11.33	11.88	12.42	13.03	13.67	14.29	14.77	15.70	20.93
3	9.62	10.20	10.53	11.20	11.55	12.10	12.67	13.30	13.93	14.56	15.06	16.00	21.33
4	9.80	10.39	10.74	11.40	11.78	12.34	12.91	13.57	14.21	14.86	15.35	16.32	21.75
5	10.00	10.59	10.97	11.63	12.03	12.59	13.19	13.81	14.50	15.15	15.68	16.64	22.21
6	10.20	10.80	11.20	11.88	12.27	12.85	13.44	14.11	14.78	15.49	15.98	16.99	22.64
7	10.39	11.05	11.40	12.10	12.52	13.11	13.70	14.39	15.07	15.77	16.30	17.32	23.09
8	10.59	11.26	11.63	12.34	12.75	13.36	13.99	14.69	15.37	16.07	16.62	17.68	23.57
9	10.80	11.48	11.88	12.59	13.00	13.63	14.29	14.96	15.69	16.41	16.97	18.02	24.03
10	11.05	11.70	12.10	12.85	13.28	13.89	14.56	15.27	15.99	16.74	17.29	18.37	24.52
11	11.26	11.94	12.34	13.11	13.54	14.18	14.86	15.59	16.31	17.08	17.65	18.76	25.00
12	11.48	12.17	12.59	13.36	13.78	14.46	15.15	15.90	16.63	17.40	18.00	19.13	25.52
13	11.70	12.42	12.85	13.63	14.09	14.75	15.49	16.20	16.98	17.77	18.35	19.51	26.01
14	11.94	12.67	13.11	13.89	14.37	15.02	15.77	16.54	17.30	18.11	18.73	19.91	26.54
15	12.17	12.91	13.37	14.18	14.66	15.33	16.07	16.85	17.66	18.49	19.10	20.31	27.06
16	12.42	13.19	13.64	14.46	14.94	15.65	16.41	17.20	18.01	18.87	19.49	20.71	27.61
17	12.67	13.44	13.91	14.75	15.24	15.96	16.74	17.55	18.36	19.24	19.88	21.14	28.18
18	12.91	13.70	14.19	15.02	15.57	16.27	17.08	17.90	18.75	19.61	20.28	21.56	28.74
19	13.19	13.99	14.48	15.33	15.87	16.60	17.40	18.24	19.11	20.03	20.68	21.98	29.30
20	13.44	14.29	14.76	15.65	16.18	16.95	17.77	18.62	19.50	20.41	21.10	22.42	29.89
21	13.70	14.56	15.03	15.96	16.52	17.27	18.10	18.99	19.89	20.82	21.53	22.88	30.49
22	13.99	14.86	15.34	16.27	16.83	17.62	18.48	19.37	20.29	21.24	21.94	23.34	31.09
23	14.29	15.15	15.66	16.60	17.18	17.98	18.86	19.74	20.69	21.66	22.39	23.80	31.70
24	14.62	15.56	16.04	17.02	17.60	18.43	19.31	20.25	21.21	22.20	22.95	24.39	32.33
25	14.98	15.93	16.44	17.43	18.04	18.90	19.78	20.74	21.73	22.74	23.53	24.99	33.15
26	15.36	16.30	16.84	17.87	18.47	19.34	20.28	21.26	22.29	23.33	24.10	25.64	33.98
27	15.81	16.77	17.33	18.40	19.03	19.95	20.89	21.90	22.95	24.01	24.84	26.40	34.99
28	16.29	17.28	17.87	18.97	19.59	20.53	21.53	22.55	23.64	24.75	25.59	27.20	36.04
29	16.68	17.73	18.29	19.40	20.07	21.22	22.01	23.06	24.18	25.31	26.17	27.80	37.12
30	17.06	18.15	18.69	19.88	20.52	21.77	22.49	23.57	24.69	25.82	26.69	28.32	37.86
31	17.54	18.61	19.24	20.40	21.07	22.32	23.10	24.21	25.36	26.55	27.43	29.15	38.60
32	17.84	18.93	19.58	20.77	21.48	22.50	23.57	24.71	25.89	27.10	28.03	29.80	39.47
95	20.77	21.92	22.57	23.82	24.34	25.41	26.50	27.67	28.89	30.05	31.01	32.84	43.75

In addition to the above hourly rate, an employee shall receive \$300 a year for each five (5) continuous service with the Duval County Public Schools for service earned prior to 2014-2015. The service raise for service earned 2014-2015 and thereafter shall increase to \$400 a year.

Level Movement for School Year 2017-18. The value of Level 95 is increased by \$500.

**DUVAL COUNTY PUBLIC SCHOOLS**  
**2018-2019**  
**Food Service Managers**  
**Hourly**  
**Pay Scale FW**

<b>Pay Band</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
<b>1</b>	<b>20.98</b>	<b>24.29</b>	<b>27.60</b>

In addition to the above hourly rate, an employee shall receive \$300 a year for each five (5) years service with the Duval County Public Schools.

2% increase base pay effective 7/1/2018

Salary schedule effective July 1, 2018.

**DUVAL COUNTY PUBLIC SCHOOLS  
2018-2019  
LIUNA (C630)  
Hourly  
Pay Scale LI**

<b>Pay Band</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
1	14.77	22.31	29.84
2	15.76	23.98	32.19
3	16.19	24.66	33.12
4	17.36	25.92	34.47
5	18.64	26.91	35.18
6	19.80	27.94	36.07
7	20.37	28.78	37.19
8	21.11	29.62	38.13
9	22.98	31.59	40.19
10	28.75	37.38	46.00

<u>Job Code</u>	<u>Job Title</u>	<u>Payband</u>
S011	Safety Specialist	3
S012	Safety Coordinator	5
S111	Accountant I	2
S112	Accountant II	4
S113	Accountant III	8
S124	Financial Record Analyst	1
S128	Financial Records Analyst Senior	2
S160	Technology Svs Technician Trainee	1
S161	Technology Svs Technician I	2
S162	Technology Svs Technician II	3
S163A	Technology Svs Technician III ESA & Data Center	8
S163B	Technology Svs Technician III ID & Comm Mangt	8
S163C	Technology Svs Technician III Network	8
S163D	Technology Svs Technician III Security	8
S163E	Technology Svs Technician III Help Desk & Field Support	8
S164A	Technology Svs Technician IV ESA & Data Center	10
S164B	Technology Svs Technician IV ID & Comm Mgmt	10
S164C	Technology Svs Technician IV Network	10
S164D	Technology Svs Technician IV Security	10
S647	Roof & Construction Technician	6
S655	Construction & Facilities Inspector	7
S656A	Plans Examiner	7
S656B	Plans Examiner (PE or Architect)	9

**DUVAL COUNTY PUBLIC SCHOOLS  
2018-2019  
Maintenance (IBEW)  
Hourly  
Pay Scale MT**

<b>Pay Band</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
<b>10</b>	<b>9.57</b>	<b>12.41</b>	<b>15.26</b>
<b>11</b>	<b>10.30</b>	<b>13.32</b>	<b>16.34</b>
<b>12</b>	<b>11.11</b>	<b>14.26</b>	<b>17.42</b>
<b>13</b>	<b>11.91</b>	<b>15.33</b>	<b>18.75</b>
<b>16</b>	<b>12.97</b>	<b>16.74</b>	<b>20.51</b>
<b>18</b>	<b>14.29</b>	<b>18.39</b>	<b>22.49</b>
<b>19</b>	<b>14.94</b>	<b>19.22</b>	<b>23.49</b>
<b>20</b>	<b>15.66</b>	<b>20.14</b>	<b>24.62</b>
<b>21</b>	<b>16.36</b>	<b>21.09</b>	<b>25.82</b>
<b>22</b>	<b>17.18</b>	<b>22.11</b>	<b>27.05</b>
<b>23</b>	<b>17.96</b>	<b>23.17</b>	<b>28.37</b>
<b>24</b>	<b>18.75</b>	<b>24.20</b>	<b>29.66</b>
<b>25</b>	<b>19.65</b>	<b>25.32</b>	<b>31.00</b>

In addition to the above hourly rate, an employee shall receive \$300 a year for each five (5) continuous years service with the Duval County Public Schools.

2% increase

**DUVAL COUNTY PUBLIC SCHOOLS**  
**2018-2019**  
**Part-time / Temporary**  
**Hourly**  
**Pay Scale PN**

GRADE	04	06	08	12	13
<b>Level</b>					
<b>01</b>	8.46	10.00	11.83	9.14	18.00
<b>02</b>		12.00	12.13	10.21	20.00
<b>03</b>		12.50	12.43	10.75	22.00
<b>04</b>		13.00	12.74	11.29	24.00
<b>05</b>		13.50	13.05	11.83	26.00
<b>06</b>		14.00	13.38	12.36	28.00
<b>07</b>		14.50	13.72	12.90	30.00
<b>08</b>			14.06	13.44	32.00

Grade	Job Code	Title	Levels
<b>04</b>	NN40	School Monitor (PT)	Level 01
	NN75	Child Care Provider	Level 01
<b>06</b>	NN55	Tutor I (No Educational Degree)	Levels 01 and 04
	NN67	Program Assistant	All Levels
<b>08</b>	NN49	Parent Involvement Liaison	All Levels
	NN50	Volunteer Liaison	All Levels
<b>12</b>	NN70	Accompanist	All Levels
<b>13</b>	NN56	Tutor II (Educational Degree)	Level 01
	NN57	Tutor III (Certificated)	Level 04
	NN71	Other Instructional Support	All Levels
	NN72	Teacher Trainer	Level 06

Minimum Wage will increase from 8.25 to 8.46 effective January 1, 2019

Salary schedule effective July 1, 2018.

**DUVAL COUNTY PUBLIC SCHOOLS  
2018-2019  
Police Officer  
12 Months (260 Days) / 10 Months (206 Days)  
Pay Scale PO**

<b>Pay Band</b>		<b>Min</b>	<b>Mid</b>	<b>Max</b>
<b>1</b>	<b>SROs &amp; Police Officers/Detective</b>	<b>17.10</b>	<b>20.67</b>	<b>24.23</b>
<b>2</b>	<b>Police Sergeant &amp; Police Investigators</b>	<b>18.56</b>	<b>23.54</b>	<b>28.51</b>

In addition to the above hourly rate, an employee shall receive \$300 a year for each five (5) years service with the Duval County Public Schools.

2% increase

**DUVAL COUNTY PUBLIC SCHOOLS**  
**2018-2019**  
**Child Development Associate**  
**196 Days / 7.33 Hours Daily**  
**Pay Scale RC**

<b>COLUMN</b>	<b>04</b>	<b>05</b>	<b>06</b>
<b>Level</b>			
<b>01</b>	<b>11.00</b>	<b>11.22</b>	<b>11.44</b>
<b>02</b>	<b>11.22</b>	<b>11.44</b>	<b>11.67</b>
<b>03</b>	<b>11.44</b>	<b>11.67</b>	<b>11.91</b>
<b>04</b>	<b>11.67</b>	<b>11.91</b>	<b>12.14</b>
<b>05</b>	<b>11.91</b>	<b>12.14</b>	<b>12.39</b>
<b>06</b>	<b>12.14</b>	<b>12.39</b>	<b>12.64</b>
<b>07</b>	<b>12.39</b>	<b>12.64</b>	<b>12.89</b>
<b>08</b>	<b>12.64</b>	<b>12.89</b>	<b>13.15</b>
<b>09</b>	<b>13.26</b>	<b>13.52</b>	<b>13.79</b>
<b>10</b>	<b>13.92</b>	<b>14.20</b>	<b>14.48</b>
<b>11</b>	<b>15.17</b>	<b>15.48</b>	<b>15.79</b>
<b>12</b>	<b>15.93</b>	<b>16.25</b>	<b>16.58</b>
<b>95</b>	<b>19.10</b>	<b>19.44</b>	<b>19.78</b>

**Level Movement - A CDA (Child Development Associate) who worked one (1) day more than one-half the previous work year in his/her position in Duval County shall advance one level on the salary schedule. Column movement requires the completion of in service hours, college credit, and/or meeting the agreed upon assessment criteria to satisfy the ESEA Requirements for instructional paraprofessionals.**

**Longevity Pay - Effective 7.1.2014, Members of this employee group with ten (10) years or more of creditable service shall receive an additional \$600 annually. After 15 years of continuous service, the employee will receive an additional \$300 for each five years of continuous service.**

**Level Movement for School Year 2018-19. The value of Level 95 is increased by \$500.**

**COLUMN 04 - Movement to Column 04 requires an associates degree or 60 semester hours of accredited college course. College credit from a college or university which does not grant an associates degree shall be accepted if the course credit is comparable. Official transcripts must be on file in HR reflecting these requirements. Requires CDA Certificate.**

**COLUMN 05 - Movement to Column 05 requires the CDA to have completed 90 semester hours of accredited college course work in a program which leads to a Teaching Degree and has been pre-approved by the employer. A minimum grade point average of 2.5 is required in the CDA's major area of study. Official transcripts must be on file in HR reflecting these requirements. Requires CDA Certificate.**

**COLUMN 06 - Assignment to Column 06 requires the CDA to have earned a bachelor of science or bachelor of arts degree from an accredited college. Official transcripts must be on file in HR reflecting these requirements. Requires CDA Certificate.**

**DUVAL COUNTY PUBLIC SCHOOLS**  
**2018-2019**  
**Paraprofessional**  
**191 Days / 7 Hours Daily**  
**Pay Scales RI RF and RS**

<b>RI - Instruction (Regular Needs)</b>					
<b>RB07/RD07</b>					
<b>(A51E, A51M, A51S, A510, A511, A512, A513, A514, A515, A516, A519, A521, A530, A550, A910)</b>					
<b>COLUMN</b>	<b>01</b>	<b>02</b>	<b>03</b>	<b>04</b>	<b>05</b>
<b>Level</b>					
<b>01</b>	9.44	9.60	9.70	9.83	10.22
<b>02</b>	9.63	9.77	9.89	10.02	10.42
<b>03</b>	9.82	9.97	10.10	10.23	10.49
<b>04</b>	10.01	10.20	10.32	10.43	10.56
<b>05</b>	10.22	10.38	10.50	10.49	10.78
<b>06</b>	10.42	10.46	10.58	10.56	10.82
<b>07</b>	10.50	10.51	10.67	10.79	10.95
<b>08</b>	10.59	10.76	10.90	11.01	11.21
<b>09</b>	10.85	11.02	11.17	11.30	11.79
<b>10</b>	11.42	11.62	11.78	11.91	12.40
<b>11</b>	12.68	12.87	13.03	13.18	13.29
<b>12</b>	13.35	13.55	13.71	13.87	13.99
<b>95</b>	16.38	16.57	16.76	16.91	17.05

<b>RF - ISSP Facilitator</b>			
<b>RB07/RD07</b>			
<b>(A51F)</b>			
<b>COLUMN</b>	<b>04</b>	<b>05</b>	<b>06</b>
<b>Level</b>			
<b>01</b>	10.16	10.54	10.73
<b>02</b>	10.36	10.63	10.82
<b>03</b>	10.58	10.66	10.91
<b>04</b>	10.71	10.88	11.13
<b>05</b>	10.78	11.15	11.50
<b>06</b>	10.92	11.32	11.69
<b>07</b>	11.15	11.55	11.89
<b>08</b>	11.40	11.82	12.08
<b>09</b>	11.95	12.37	12.72
<b>10</b>	12.60	13.01	13.33
<b>11</b>	13.95	14.20	14.44
<b>12</b>	14.70	14.95	15.20
<b>95</b>	18.09	18.18	18.24

<b>RS - Instruction (Special Needs)</b>					
<b>RB07/RD07</b>					
<b>(A51A, A51B, A51C, A51D, A51G, A520, A522, A523, A524)</b>					
<b>COLUMN</b>	<b>01</b>	<b>02</b>	<b>03</b>	<b>04</b>	<b>05</b>
<b>Level</b>					
<b>01</b>	9.55	9.74	9.86	9.97	10.35
<b>02</b>	9.77	9.90	10.01	10.15	10.44
<b>03</b>	9.94	10.11	10.21	10.34	10.53
<b>04</b>	10.14	10.28	10.43	10.54	10.63
<b>05</b>	10.33	10.45	10.53	10.64	10.74
<b>06</b>	10.44	10.60	10.68	10.75	10.95
<b>07</b>	10.56	10.75	10.87	11.00	11.21
<b>08</b>	10.82	10.99	11.14	11.31	11.56
<b>09</b>	11.08	11.25	11.41	11.55	12.02
<b>10</b>	11.69	11.88	12.02	12.17	12.69
<b>11</b>	12.96	13.15	13.30	13.46	13.96
<b>12</b>	13.65	13.85	14.01	14.17	14.70
<b>95</b>	16.81	17.03	17.20	17.37	17.94

Level Movement - A paraprofessional who worked one (1) day more than one-half the previous work year in his/her position in Duval County shall advance one level on the salary schedule. Column movement requires the completion of in service hours, college credit, and/or meeting the agreed upon assessment criteria to satisfy the ESEA Requirements for instructional paraprofessionals.

Level 95 is for incumbents only who were assigned to level 12 or 95 in 2017-2018 school year.

**Level Movement for School Year 2017-18. The value of Level 95 is increased by \$500.**

Longevity Pay - Effective July 1, 2014, Members of this employee group with ten (10) years or more of creditable service shall receive an additional \$600 annually. After 15 years of continuous service, the employee will receive an additional \$300 for each five years of continuous service.

**COLUMN 01** - A paraprofessional shall be assigned to column I unless he/ she qualifies for movement to columns II, III, IV, or V.

**COLUMN 02** - Movement to Column 02 requires 36 hours of in service or one (1) three hour college credit course in a job related area pre-approved by the employer. Official transcripts must be on file in HR reflecting these requirements. (Instructional special needs paraprofessionals who can document previous credit for in service hours shall be given credit retroactively.)

**COLUMN 03** - Movement to Column 03 requires 90 hours of in service or fifteen (15) hours of college credit in a job related area pre-approved by the Employer. Official transcripts must be on file in HR reflecting these requirements. (Instructional special needs paraprofessionals who can document previous credit for in service hours will be given credit retroactively.)

**COLUMN 04** - Movement to Column 04 requires completion of 180 hours of in-service or 60 semester hours of accredited college course work or an AA/AS degree. Official transcripts must be on file in Human Resources reflecting these requirements.

**COLUMN 05** - Movement to Column 05 requires the paraprofessional to have completed 250 hours of in-service or 90 semester hours of accredited college course work in a program, which leads to a teaching degree and has been preapproved by the Employer. Either an overall grade point average of 2.5 or a grade point average of 2.5 in the instructional special needs paraprofessional's major area of study is required. Official transcripts must be on file in Human Resources reflecting these requirements.





**DUVAL COUNTY PUBLIC SCHOOLS  
2018-2019  
Supervisors Association  
Hourly  
Pay Scale SV**

<b>Pay Band</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
<b>16</b>	<b>11.66</b>	<b>16.66</b>	<b>21.66</b>
<b>18</b>	<b>12.16</b>	<b>18.00</b>	<b>23.84</b>
<b>21</b>	<b>14.50</b>	<b>20.84</b>	<b>27.17</b>
<b>22</b>	<b>16.01</b>	<b>22.26</b>	<b>28.50</b>
<b>23</b>	<b>14.50</b>	<b>22.14</b>	<b>29.77</b>
<b>24</b>	<b>16.93</b>	<b>24.07</b>	<b>31.21</b>
<b>26</b>	<b>18.51</b>	<b>26.43</b>	<b>34.35</b>
<b>27</b>	<b>17.76</b>	<b>26.84</b>	<b>35.92</b>
<b>31</b>	<b>20.90</b>	<b>31.50</b>	<b>42.10</b>

In addition to the above hourly rate, an employee shall receive \$300 a year for each five (5) years service with the Duval County Public Schools.

2% increase

Salary schedule effective July 1, 2018.

**DUVAL COUNTY PUBLIC SCHOOLS**  
**2018-2019**  
**School Board Member**  
**Superintendent of Schools**  
**Pay Scales SB and SX**

<b>SB - School Board Member</b>	
<b>Level</b>	<b>GRADE 01</b>
<b>01</b>	<b>44,356</b>

<b>SX - Superintendent</b>	
<b>Level</b>	<b>GRADE 01</b>
<b>01</b>	<b>275,000</b>

# DUVAL COUNTY PUBLIC SCHOOLS

2018-2019

**Teacher (Grandfather)**

**196 Days/7.33 Hours Daily**

**Pay Scale TA**

GRADE	01		02		03		04	
	BACHELORS		MASTERS		SPECIALIST		DOCTORATE	
Level	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
1*	39,500	27.49394						
2*	39,500	27.49394						
3*	39,500	27.49394						
4*	39,800	27.70276						
5*	40,300	28.05078						
6*	40,800	28.39881						
7*	41,300	28.74683						
8	41,800	29.09486	43,000	29.93012	44,400	30.90459	45,900	31.94866
9	42,300	29.44288	43,500	30.27814	44,900	31.25261	46,400	32.29668
10	42,800	29.79091	44,000	30.62617	45,650	31.77465	47,150	32.81872
11	43,550	30.31294	44,750	31.14820	46,400	32.29668	47,900	33.34076
12	44,300	30.83498	45,500	31.67024	47,150	32.81872	48,900	34.03681
13	45,050	31.35702	46,250	32.19228	47,900	33.34076	49,900	34.73286
14	45,800	31.87905	47,000	32.71431	48,900	34.03681	50,900	35.42891
15	46,800	32.57510	48,000	33.41036	50,400	35.08088	51,900	36.12495
16	47,800	33.27115	49,000	34.10641	51,900	36.12495	52,900	36.82100
17	48,800	33.96720	50,000	34.80246	53,400	37.16903	53,900	37.51705
18	49,800	34.66325	51,500	35.84654	54,900	38.21310	55,400	38.56113
19	50,800	35.35930	53,000	36.89061	56,400	39.25718	56,900	39.60520
20	52,300	36.40337	55,000	38.28271	57,900	40.30125	58,400	40.64927
21	53,801	37.44814	57,000	39.67481	59,400	41.34532	60,400	42.04137
22	55,801	38.84024	59,000	41.06690	60,900	42.38940	62,400	43.43347
23	57,801	40.23234	61,000	42.45900	62,400	43.43347	64,400	44.82557
24	59,801	41.62444	63,000	43.85110	64,400	44.82557	66,400	46.21767
25	61,801	43.01654	65,000	45.24320	66,400	46.21767	68,400	47.60977
26	63,801	44.40864	67,000	46.63530	68,400	47.60977	70,400	49.00187
27	65,801	45.80074	69,000	48.02740	70,400	49.00187	72,400	50.39396
95	67,801	47.19283	71,000	49.41949	72,400	50.39396	74,400	51.78606

\* Denotes new hires placed on the performance pay teacher salary schedule.

Level Movement - A teacher who worked one (1) day more than half of the previous work year in his/her position in Duval County shall advance one level on the salary schedule

Teachers on Level 95 for School year 16-17 will receive a \$ 500.00 supplement

Level 95 is for incumbents only who worked one day more than half the prior school year.

**DUVAL COUNTY PUBLIC SCHOOLS  
2018-2019**

**Teacher - Job Share (Grandfather)  
99 Days/7.33 Hours Daily  
Pay Scale TJ**

GRADE	01		02		03		04	
	BACHELORS		MASTERS		SPECIALIST		DOCTORATE	
Level	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
1*	19,952	27.49394						
2*	19,952	27.49394						
3*	19,952	27.49394						
4*	20,103	27.70276						
5*	20,356	28.05078						
6*	20,608	28.39881						
7*	20,861	28.74683						
8	21,113	29.09486	21,719	29.93012	22,427	30.90459	23,184	31.94866
9	21,366	29.44288	21,972	30.27814	22,679	31.25261	23,437	32.29668
10	21,618	29.79091	22,224	30.62617	23,058	31.77465	23,816	32.81872
11	21,997	30.31294	22,603	31.14820	23,437	32.29668	24,194	33.34076
12	22,376	30.83498	22,982	31.67024	23,816	32.81872	24,699	34.03681
13	22,755	31.35702	23,361	32.19228	24,194	33.34076	25,205	34.73286
14	23,134	31.87905	23,740	32.71431	24,699	34.03681	25,710	35.42891
15	23,639	32.57510	24,245	33.41036	25,457	35.08088	26,215	36.12495
16	24,144	33.27115	24,750	34.10641	26,215	36.12495	26,720	36.82100
17	24,649	33.96720	25,255	34.80246	26,972	37.16903	27,225	37.51705
18	25,154	34.66325	26,013	35.84654	27,730	38.21310	27,983	38.56113
19	25,659	35.35930	26,770	36.89061	28,488	39.25718	28,740	39.60520
20	26,417	36.40337	27,781	38.28271	29,245	40.30125	29,498	40.64927
21	27,175	37.44814	28,791	39.67481	30,003	41.34532	30,508	42.04137
22	28,185	38.84024	29,801	41.06690	30,761	42.38940	31,518	43.43347
23	29,195	40.23234	30,811	42.45900	31,518	43.43347	32,529	44.82557
24	30,206	41.62444	31,821	43.85110	32,529	44.82557	33,539	46.21767
25	31,216	43.01654	32,832	45.24320	33,539	46.21767	34,549	47.60977
26	32,226	44.40864	33,842	46.63530	34,549	47.60977	35,559	49.00187
27	33,236	45.80074	34,852	48.02740	35,559	49.00187	36,569	50.39396
95	34,246	47.19283	35,862	49.41949	36,569	50.39396	37,580	51.78606

\* Denotes new hires placed on the performance pay teacher salary schedule.

Level Movement - A teacher who worked one (1) day more than one-half the previous work year in his/her position in Duval County shall advance one level on the salary schedule

Teachers on Level 95 for School year 16-17 will receive a \$ 250.00 supplement

Level 95 is for incumbents only who worked one day more than half the prior school year.

**DUVAL COUNTY PUBLIC SCHOOLS  
2018-2019  
Teacher (Performance Pay)  
196 Days/7.33 Hours Daily  
Pay Scale TC**

	Min	Max
Tier I	39,500	41,800
Tier II	41,801	45,300
Tier III	45,301	50,300
Tier IV	50,301	59,301
Tier V	59,302	74,400

**Advanced Degrees:** Teachers hired on or after July 1, 2011, who hold an advanced degree in their area of certification shall be compensated at the highest degree level in the form of an annual Advanced Degree Supplement as follows:

Masters Degree - \$1,000	Specialist Degree - \$1,200	Doctorate Degree - \$1,500
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Teachers hired prior to July 1, 2011 who elect to convert to the Performance Pay Schedule, will be paid the appropriate advanced degree supplement as stated above.

**Placement on the Performance Salary Schedule**

**Annual Contract Employees** – Employees on annual contract as of July 1, 2014 shall be automatically placed on the performance based salary schedule as required by law. Placement shall be made based on the employee's then current salary from the Grandfather Salary Schedule. **Total Salary is calculated as follows: Base Salary (Originally from the Grandfather Salary Schedule) plus all earned performance incentives since July 1, 2015. Any eligible supplements are paid in addition to total salary.**

**Newly Hired Employees** – Beginning July 1, 2015, initial salary placement for newly hired teachers on the Performance Based salary schedule shall be determined based on his/her years of full-time teacher experience as set forth in the approved Teacher Salary schedule. Each year of creditable, verified teaching experience shall correspond to the equivalent salary available to an equally experienced teacher on the Grandfathered Salary Schedule, not to exceed the maximum allowable. Once established, the teacher shall be placed on Performance Schedule at the established salary.

**Current Non-Instructional Employees** – Current district employees not in an instructional position as of July 1, 2015 (but who were formerly in a district instructional position) who are later reassigned to an instructional position shall be assigned to the Grandfather Salary Schedule. Such employees shall be permitted to elect into the Performance Base schedule within 30 days of his/her reassignment.

**Authorized Leave** - Teachers who have continuing contract status or tenure who are on authorized leave during an authorized election period shall be permitted to elect into the PBS schedule within 30 days of his/her reassignment. This provision shall not apply to employees on unauthorized leave who return after July 1, 2014.

**Employees who are placed on or opt onto the Performance Salary Schedule shall not be eligible to return to the Grandfather Salary Schedule.**

**Salary Progression**

Eligible teachers assigned to the Performance Salary Schedule will receive an annual performance increase. Teachers rated as Highly Effective (HE) shall receive a performance increase of \$2,001 and teachers rated as Effective (E) shall receive a performance increase of \$1,000.50. Teachers with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.

**DUVAL COUNTY PUBLIC SCHOOLS  
2018-2019**

**Teacher - Job Share (Performance Pay)  
99 Days/7.33 Hours Daily  
Pay Scale JT**

	Min	Max
<b>Tier I</b>	<b>19,948</b>	<b>23,550</b>
<b>Tier II</b>	<b>23,551</b>	<b>27,050</b>
<b>Tier III</b>	<b>27,051</b>	<b>30,050</b>
<b>Tier IV</b>	<b>30,051</b>	<b>34,051</b>
<b>Tier V</b>	<b>34,052</b>	<b>37,577</b>

**Advanced Degrees:** Teachers hired on or after July 1, 2011, who hold an advanced degree in their area of certification shall be compensated at the highest degree level in the form of an annual Advanced Degree Supplement as follows:

<b>Masters Degree - \$500</b>	<b>Specialist Degree - \$600</b>	<b>Doctorate Degree - \$750</b>
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Teachers hired prior to July 1, 2011 who elect to convert to the Performance Pay Schedule, will be paid the appropriate advanced degree supplement as stated above.

**Placement on the Performance Salary Schedule**

**Annual Contract Employees** – Employees on annual contract as of July 1, 2014 shall be automatically placed on the performance based salary schedule as required by law. Placement shall be made based on the employee's then current salary from the Grandfather Salary Schedule. **Total Salary is calculated as follows: Base Salary (Originally from the Grandfather Salary Schedule) plus all earned performance incentives since July 1, 2015. Any eligible supplements are paid in addition to total salary.**

**Newly Hired Employees** – Beginning July 1, 2015, initial salary placement for newly hired teachers on the Performance Based salary schedule shall be determined based on his/her years of full-time teacher experience as set forth in the approved Teacher Salary schedule. Each year of creditable, verified teaching experience shall correspond to the equivalent salary available to an equally experienced teacher on the Grandfathered Salary Schedule, not to exceed the maximum allowable. Once established, the teacher shall be placed on Performance Schedule at the established salary.

**Current Non-Instructional Employees** – Current district employees not in an instructional position as of July 1, 2015 (but who were formerly in a district instructional position) who are later reassigned to an instructional position shall be assigned to the Grandfather Salary Schedule. Such employees shall be permitted to elect into the Performance Base schedule within 30 days of his/her reassignment.

**Authorized Leave** - Teachers who have continuing contract status or tenure who are on authorized leave during an authorized election period shall be permitted to elect into the PBS schedule within 30 days of his/her reassignment. This provision shall not apply to employees on unauthorized leave who return after July 1, 2014.

**Employees who are placed on or opt onto the Performance Salary Schedule shall not be eligible to return to the Grandfather Salary Schedule.**

**Salary Progression**

Eligible teachers assigned to the Performance Salary Schedule will receive an annual performance increase. Teachers rated as Highly Effective (HE) shall receive a performance increase of \$1000.50 and teachers rated as Effective (E) shall receive a performance increase of \$500.25. Teachers with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.

**DUVAL COUNTY PUBLIC SCHOOLS**

**2018-2019**

**Teacher - ROTC**

**10 Months (196 Days) 7.33 hrs**

**Pay Scale TR**

<b>Pay Band</b>	<b>Min</b>	<b>Max</b>
<b>00 NEW</b>	<b>39,500</b>	<b>74,400</b>

JROTC Instructors are placed on the appropriate level of TA to reflect their military experience up to a maximum of four(4) years. Upon receipt of the MIP from the appropriate branch of the military, JROTC instructors will be placed on the TR schedule at the salary determined by the MIP if greater than the salary placement on the TA Salary Schedule.

For JROTC Instructors with Minimum Instructor Pay (MIP) greater than the maximum salary of \$74,400, a supplement will be paid for the difference between MIP and the maximum Salary on the TR Salary Schedule.



**DUVAL COUNTY PUBLIC SCHOOLS  
2018-2019**

**Teacher 12 Month Alternative (Grandfather)  
239 Days/7.33 Hours Daily  
Pay Scale TV**

<b>GRADE 01</b>		
<b>Level</b>	<b>Annual</b>	<b>Hourly</b>
1	42,530	24.27692
2	43,280	24.70503
3	44,030	25.13314
4	44,780	25.56126
5	45,780	26.13208
6	46,782	26.70404
7	48,280	27.55912
8	49,780	28.41535
9	51,280	29.27158
10	52,780	30.12781
11	54,280	30.98403
12	55,780	31.84026
13	57,530	32.83919
14	59,280	33.83813
15	61,030	34.83706
16	63,030	35.97870
17	65,030	37.12033
18	67,030	38.26197
19	69,030	39.40361
20	71,030	40.54525
21	73,030	41.68688
22	75,030	42.82852
95	77,030	43.97016

A teacher who worked one day more than half the previous school year in his/her position shall advance one step on the salary

Teachers on Level 95 for the school year 2016-2017, will receive a \$ 500 supplement.

Level 95 is for incumbents only who worked one day more than half the last school year

**Advanced Degrees:** Teachers hired on or after July 1, 2011, who hold an advanced degree in their area of certification shall be compensated at the highest degree level in the form of an annual Advanced Degree Supplement as follows:

**Masters Degree - \$1,000    Specialist Degree - \$1,200    Doctorate Degree - \$1,500**

**Advanced Degrees:** Teachers hired prior to July 1, 2011, who hold a Professional Services Contract (PSC), and who hold an advanced degree shall be paid one Advanced Degree supplement for the highest degree level obtained.

**DUVAL COUNTY PUBLIC SCHOOLS**  
**2018-2019**  
**Teacher 12 Month Alternative (Performance Pay)**  
**239 Days/7.33 Hours Daily**  
**Pay Scale TX**

	Min	Max
Tier I	42,530	46,800
Tier II	46,801	53,300
Tier III	53,301	61,300
Tier IV	61,301	69,301
Tier V	69,302	77,030

**Advanced Degrees:** Teachers hired on or after July 1, 2011, who hold an advanced degree in their area of certification shall be compensated at the highest degree level in the form of an annual Advanced Degree Supplement as follows:

Masters Degree - \$1,000	Specialist Degree - \$1,200	Doctorate Degree - \$1,500
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Teachers hired prior to July 1, 2011 who elect to convert to the Performance Pay Schedule, will be paid the appropriate advanced degree supplement as stated above.

**Placement on the Performance Salary Schedule**

**Annual Contract Employees** – Employees on annual contract as of July 1, 2014 shall be automatically placed on the performance based salary schedule as required by law. Placement shall be made based on the employee's then current salary from the Grandfather Salary Schedule. **Total Salary is calculated as follows: Base Salary (Originally from the Grandfather Salary Schedule) plus all earned performance incentives since July 1, 2015. Any eligible supplements are paid in addition to total salary.**

**Newly Hired Employees** – Beginning July 1, 2015, initial salary placement for newly hired teachers on the Performance Based salary schedule shall be determined based on his/her years of full-time teacher experience as set forth in the approved Teacher Salary schedule. Each year of creditable, verified teaching experience shall correspond to the equivalent salary available to an equally experienced teacher on the Grandfathered Salary Schedule, not to exceed the maximum allowable. Once established, the teacher shall be placed on Performance Schedule at the established salary.

**Current Non-Instructional Employees** – Current district employees not in an instructional position as of July 1, 2015 (but who were formerly in a district instructional position) who are later reassigned to an instructional position shall be assigned to the Grandfather Salary Schedule. Such employees shall be permitted to elect into the Performance Base schedule within 30 days of his/her reassignment.

**Authorized Leave** - Teachers who have continuing contract status or tenure who are on authorized leave during an authorized election period shall be permitted to elect into the PBS schedule within 30 days of his/her reassignment. This provision shall not apply to employees on unauthorized leave who return after July 1, 2014.

**Employees who are placed on or opt onto the Performance Salary Schedule shall not be eligible to return to the Grandfather Salary Schedule.**

**Salary Progression**

Eligible teachers assigned to the Performance Salary Schedule will receive an annual performance increase. Teachers rated as Highly Effective (HE) shall receive a performance increase of \$2,001 and teachers rated as Effective (E) shall receive a performance increase of \$1,000.50. Teachers with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.

Salary schedule effective July 1, 2018.

## TEACHER SALARY SCHEDULE DEFINITIONS AND PLACEMENT PROCEDURES

Level: A level represents one (1) year of recognized teaching experience.

### Level Movement

A teacher who has worked ninety-nine (99) or more days in Duval County during the proceeding school year shall be advanced one (1) level.

### Salary Placement and Experience Verification

A teacher with no prior years of eligible experience shall be placed at Level 01. Column movement shall be based on highest degree recorded in the human resource services office.

### Maximum Credit

Teaching experience as defined below may be allowed up to the maximum number of levels on the teacher's salary schedule.

Teaching experience must be verified efficient full-time teaching in the public school systems of Florida (including services as set forth in Florida Statutes (Section 238.01(4)) or verified efficient fulltime teaching service in institutions not a part of the public school systems in Florida (public schools of other states of the United States, higher educational institutions, private and parochial schools, accredited nursing schools, or full-time and specifically designated instructional service in a federal, state, or local school other than those which are part of the school system of Florida).

Teaching experience may be granted only if the teacher had earned a four-year degree prior to the experience and had a valid state issued professional certificate covering the verified years. Credit for teaching experience from public schools outside of the United States shall be granted based on the criteria stated above. It is the employee's responsibility to identify all previous employers and request verification of the experience on forms provided by the Human Resource Department. The employee shall follow up on any verification not received. Salary adjustments will be made retroactive to the beginning date of employment for the school year in which the verification form is received.

Up to ten (10) years of prior experience of a specialized nature may be allowed for non-certificated personnel employed under 6A-1.0502, Florida State Board of Education Rules.

Active military service may be allowed at a rate of one (1) year for each twelve (12) months of continuous service up to a maximum of four (4) years.

Vocational experience may be allowed on a year-for-year basis, up to ten (10), for vocational education teachers. Experience must be appropriate to the field and meet the employment criteria used by the State Department of Education to establish eligibility for issuance of a regular vocational certificate. This experience is creditable only during the teacher's employment in a regular vocational program.

Work Experience granted an occupational specialist for placement on the teacher's salary schedule is valid only during the person's employment as an occupational specialist. Subsequent employment in a regular teaching position requires the deletion of previously granted credit for work experience.

Experience credit may be granted to a speech/language pathologist for prior employment as a speech/language pathologist in a clinical setting while working under professional licensure from a department of professional regulation or from another state licensure bureau. Credit for combined years of prior experience as a school speech/language pathologist shall be allowed at a rate of one (1) year for each of twelve (12) months continuous service up to a maximum of ten (10) years.

Audiologists hired by the Employer, may be given credit on the teacher salary schedule for professional audiology experience done under professional licensure. Credit for combined years of prior experience as a teacher, military experience or professional audiology, experience shall be allowed at a rate of one (1) year for each of the twelve (12) months continuous service up to a maximum of ten (10) years, as per credit requirements in the Salary Guidelines.

Social Workers hired by the Employer, may be given credit on the teacher salary schedule for professional social work experience done under professional licensure. Credit for combined years of prior experience as a teacher, military experience or professional social work, experience shall be allowed at a rate of one (1) year for each of the twelve (12) months continuous service up to a maximum of ten (10) years, as per credit requirements in the Salary Guidelines.

### Duval County Paraprofessional or Clerical Experience

Effective July 1, 1989, Duval County Public Schools full-time paraprofessional or full-time clerical experience shall be allowed as teaching experience credit for placement on the teacher's salary schedule at a rate of one (1) year for each full school year of service (10, 11, or 12 months) up to a maximum of six (6) years. Time as a probationary clerical employee may be used for experience credit when other requirements have been met.

### Fractional Parts of School Years

Fractional parts of different school years will not be added together for credit purposes, nor will fractional parts of years of military service. However, a person ordered to active duty while serving as a contractual teacher in Duval County during the school year and prior to completion of one (1) day more than one-half of the normal contractual period, will be credited with the full year of experience (other) provided the person remained in the military service beyond the close of the school year in which he/she entered the service and provided he/she returned to Duval County Public Schools within twelve (12) months after release from the service.

Prior Agreements: Teachers employed prior to October 1, 1985, shall be granted experience based on prior agreements.

## JROTC INSTRUCTORS

If combined military and School Board contributions produce a monthly income less than the amount the instructor would earn on the teacher salary schedule with an equivalent degree and with equivalent experience, the School Board will contribute an additional sum to equalize compensation. If the instructor has not earned a degree, comparison for compensation will be at the bachelor's degree level.

## TERMS OF EMPLOYMENT

The regular period of employment for ten (10) months instructional employees shall be 196 days. For twelve (12) months instructional employees, the number of workdays shall be 262.

## PAYMENT OF SALARY

No instructional employee shall receive pay unless requirements of the laws of the State of Florida and policies of the Duval County School Board related to employment have been met. Salaries shall be paid in accordance with approved salary schedules. Both degree level and experience requirements must be satisfied as detailed by contracts and/or salary schedule guidelines.

When compensation is made in error, Florida Statutes require the payment/collection of salary underpayments/overpayments. Liability to the employer or employee for underpayments/overpayments is four (4) years.

## INCENTIVE PAY

Employees holding regular certification may earn an additional \$300 per year upon successful completion of 15 semester or 22 quarter hours of credit at a fully-accredited institution of higher learning. Credits earned and applied must be part of a planned program of studies leading to an advanced degree or to adding areas of certification. Courses must be approved in advance.

Payment of incentive pay shall be effective upon completion of the required credits as indicated on the official transcript or grade report bearing the seal of the institution and shall continue for a period of no longer than five (5) years. If the academic requirements are completed prior to September 1st of a school year, the entire supplement will be paid. If the requirements are completed after September 1st, a prorated share will be paid based upon the percentage of the normal work year remaining. Evidence of completion of the required credits must be filed with the Chief Officer, Human Resource Services.

An employee may apply credits earned under provisions of this policy only once at each certificate degree level or equivalent degree status. Credit for courses successfully completed as part of a program of studies approved at a lower level of certification may not be carried forward and applied to the requirements for incentive pay at a higher certificate degree level. A candidate must receive approval for a new program of studies at each certificate level.

When an employee becomes eligible and is issued a higher degree level certificate, he/she shall receive the salary specified in the salary schedule, and incentive pay shall cease. Incentive pay is a supplement to salary.

Employees eligible for incentive pay prior to July 1, 1982, shall not be subject to the five (5) year limitation. District level employees paid from the administrator and supervisor salary schedule are not eligible for incentive pay.

## VERIFYING EXPERIENCE

It is the employee's responsibility to identify all previous employers and request verification of experience on forms provided by the Human Resource Services Department. All types of experience claimed should be officially verified as soon as possible after the date of employment and mailed directly to Human Resource Services. It is the employee's responsibility to follow-up on any verification not received. On receipt of the experience verification form, a salary adjustment will be made retroactive to the person's beginning date of employment for the school year in which the verification form is received.

## ADJUSTMENT FOR CHANGE OF DEGREE

A teacher's salary shall be adjusted for a change in degree provided the teacher presents documentation to the Human Resource Services Department. Documentation shall be defined as an official transcript from an accredited degree-granting authority indicating the higher degree and the date the higher degree was conferred. When an employee submits a transcript indicating a higher degree, the effective date of the salary increase will be as follows:

1. If the degree was conferred and the transcript was received in the Human Resource Services during the same school year, the effective date of the salary increase will be the date of the degree conferral.
2. If the degree is conferred in a school year prior to the school year the transcript is received in Human Resource Services, the effective date of salary increase will be the beginning date of employment for the school year in which the transcript is received.
3. Teachers hired new to the District July 1, 2011 or after, are entitled to a One Time Payment for one Advanced Degree, Paid over one year.

## CERTIFICATION DEADLINE

In order to keep a certificate valid and continuous, an employee must complete all certification requirements and have an application for certificate renewal on file with the Department of Education. The deadline for completing an application is June 30th of the certificate expiration year.

## SUMMER SCHOOL SALARY

Effective beginning the 1996 summer school program, a teacher shall be paid his/her base hourly rate of pay for summer school, extended contract, or part-time hourly assignments.

## Supplements

CODE	TYPE	ACTIVITY	GRADE	AMOUNT	SEASON
1000	B	School Patrol - Elementary	E	\$ 551	Y
1001	B	6th Sense	6	578	Y
1002	B	Excpt Child Spec		893	Y
1003	B	School Patrol - Middle	M	551	Y
1100	B	Academic Coach-Head	H	3,150	Y
1101	B	Academic Coach-Asst	H	1,680	Y
1102	B	Co-Academic Coach	H	2,415	Y
1103	B	Band Dir	H	4,699	Y
1104	B	Asst Band Dir	H	1,759	Y
1105	B	Cheerleader	H	2,520	Y
1106	B	JV Cheerleader	H	2,520	Y
1107	B	Choral	H	2,520	Y
1108	B	Dance Team	H	1,496	Y
1109	B	Dramatics	H	1,155	Y
1110	B	Forensics	H	1,155	Y
1111	B	Newspaper	H	1,155	Y
1112	B	Orchestra	H	1,418	Y
1113	B	Yearbook	H	1,155	Y
1200	B	Academic Coach-Head	M	2,074	Y
1201	B	Academic Coach-Asst	M	840	Y
1202	B	Co-Academic Coach	M	1,444	Y
1203	B	Band Dir	M	3,150	Y
1204	B	Asst Band Dir	M	1,418	Y
1205	B	Cheerleader	M	1,890	Y
1206	B	Asst Cheerleader	M	761	Y
1207	B	Choral	M	1,890	Y
1208	B	Dance Team	M	1,155	Y
1209	B	Dramatics	M	1,155	Y
1210	B	Forensics	M	1,155	Y
1211	B	Newspaper	M	1,155	Y
1212	B	Orchestra	M	1,103	Y
1213	B	Yearbook	M	1,155	Y
1250	A	A Skills USA-Head (H)		1,365	Y
1251	A	A Skills USA-Asst Hd (H)		1,155	Y
1252	A	A Busn Prof (BPA) (S)		1,365	Y
1254	A	A Hlth Occ Stds (HOSA)(H)		1,365	Y
1255	A	A FamCarr&Com(FCCLA)(S)		1,365	Y
1256	A	A Tch Stdnt Asst (TSA)(S)		1,365	Y
1257	A	A Dstrbtv Ed Club(DECA)H		1,365	Y
1259	A	A FL Futr Edu Ast(FEFA)H		1,365	Y
1260	A	A Future Farmers(FFA) (H)		1,365	Y
1300	A	Athletic Dir	H	5,224	Y
1304	A	Assistant Athletic Director	H	2,179	Y
1306	A	Teacher Athletic Trainer	H	2,940	Y
1307	A	Intramurals	H	1,575	Y
1350	A	Athletic Dir	M	3,150	Y
1354	A	Assistant Athletic Director	M	2,179	Y
1356	A	Intramurals	M	1,575	Y
1357	A	Intramural Director	H	1,575	Y
1358	A	Intramural Director	M	1,575	Y
1359	A	Intramural Coach	A of T	1,365	Y

## Supplements

CODE	TYPE	ACTIVITY	GRADE	AMOUNT	SEASON
1360	A	Girls Rythmic Gymnastics	H	2,520	Y
1398	A	Ath Lump Sum (51120)			A
1399	A	Ath Lump Sum (51758)			A
1400	A	Cross Country-B-Head	H	1,286	F
1401	A	Cross Country-G-Head	H	1,286	F
1402	A	Football-JV-Head	H	2,097	F
1403	A	Football-JV-Asst	H	2,008	F
1404	A	Football-V-Head	H	3,994	F
1405	A	Football-V-Asst	H	2,008	F
1406	A	Softball-Slow Pitch-G-JV Head	H	1,890	F
1408	A	Swim-B-Head	H	2,520	F
1409	A	Swim-B-Asst	H	1,523	F
1410	A	Swim-G-Head	H	2,520	F
1411	A	Swim-G-Asst	H	1,523	F
1412	A	Volleyball-Head	H	2,520	F
1413	A	Volleyball-Asst	H	1,523	F
1414	A	Intramurals 1/3	H	525	F
1415	A	Golf-B-Head	H	1,286	F
1416	A	Golf-G-Head	H	1,286	F
1417	A	Cross County-B-Asst	H	761	F
1418	A	Cross County-G-Asst	H	761	F
1419	A	Golf-B-Asst	H	761	F
1420	A	Golf-G-Asst	H	761	F
1427	A	Bowling-G-JV-Head	H	525	F
1428	A	Bowling-G-V-Hd	H	735	F
1504	A	Football-Head	M	3,150	F
1505	A	Footbal-Asst	M	1,575	F
1506	A	Volleyball-Head	M	1,890	F
1507	A	Volleyball-Asst	M	761	F
1508	A	Intramurals 1/3	M	525	F
1525	A	Coord Co-Ed-Head	M	1,260	F
1526	A	Coord Co-Ed-Asst	M	604	F
1527	A	Extra JV Coaching	M	630	
1598	A	Ath Lump Sum (51120)	F		F
1599	A	Ath Lump Sum (51758)	F		F
1600	A	Basketb-B-JV-Head	H	2,468	W
1601	A	Basketb-B-JV-Asst	H	1,680	W
1602	A	Basketb-B-V-Head	H	3,150	W
1603	A	Basketb-B-V-Asst	H	1,680	W
1604	A	Basketb-G-JV-Head	H	2,468	W
1605	A	Basketb-G-JV-Asst	H	1,680	W
1606	A	Basketb-G-V-Head	H	3,150	W
1607	A	Basketbl-G-V-Asst	H	1,680	W
1608	A	Soccer-B-JV-Head	H	1,890	W
1609	A	Soccer-B-V-Head	H	2,520	W
1610	A	Soccer-B-V-Asst	H	1,523	W
1611	A	Soccer-G-JV-Head	H	1,890	W
1612	A	Soccer-G-V-Head	H	2,520	W
1613	A	Soccer-G-V-Asst	H	1,523	W
1614	A	Wrestling-Head	H	2,520	W
1615	A	Wrestling - Asst	H	1,523	W

## Supplements

CODE	TYPE	ACTIVITY	GRADE	AMOUNT	SEASON
1616	A	Intramurals 1/3	H	525	W
1625	A	Coord Co-Ed-Head	H	1,260	W
1626	A	Coord Co-Ed-Asst	H	604	W
1627	A	Softball-Slow Pitch-G-V Hd	H	1,260	W
1628	A	Softball-Slow Pitch-Girls Varsity Asst.	H	735	W
1629	A	Weight Training-G-Head	H	1,260	W
1630	A	Weight Training-G-Asst	H	735	W
1700	A	Basketb-B-8-Head	M	2,074	W
1701	A	Basketb-B-8-Asst	M	840	W
1702	A	Basketb-B-7-Head	M	1,916	W
1703	A	Basketb-B-7-Asst	M	840	W
1704	A	Soccer-B-Head	M	1,890	W
1705	A	Soccer-B-Asst	M	761	W
1706	A	Soccer-G-Head	M	1,890	W
1707	A	Soccer-G-Asst	M	761	W
1708	A	Intramurals 1/3	M	525	W
1709	A	Basketball-G-8-Head	M	2,074	W
1710	A	Basketball-G-8-Asst	M	840	W
1711	A	Basketball-G-7-Head	M	1,916	W
1712	A	Basketball-G-7 Asst	M	840	W
1798	A	Ath Lump Sum (51120)			W
1799	A	Ath Lump Sum (51758)			W
1800	A	Baseball-JV-Head	H	1,890	S
1801	A	Baseball-V-Head	H	2,520	S
1802	A	Baseball-V-Asst	H	1,523	S
1803	A	FL FB-G-JV-Head	H	945	S
1804	A	FL FB-G-V-Head	H	1,260	S
1805	A	FL FB-G-JV-Asst	H	735	S
1806	A	FL FB-G-V-Asst	H	735	S
1807	A	Softball-JV-Asst	H	1,286	S
1808	A	Softball-JV-Head	H	1,890	S
1809	A	Softball-V-Head	H	2,520	S
1810	A	Softball-V-Asst	H	1,523	S
1811	A	Tennis-B-Head	H	1,286	S
1812	A	Tennis-G-Head	H	1,286	S
1813	A	Track-B-Head	H	2,520	S
1814	A	Track-B-Asst	H	1,523	S
1815	A	Track-G-Head	H	2,520	S
1816	A	Track-G-Asst	H	1,523	S
1818	A	Intramurals-1/3	H	525	S
1819	A	Tennis-B-Asst	H	761	S
1820	A	Tennis-G-Asst	H	761	S
1821	A	Football-B-V-Head	H	705	S
1822	A	Ftbl-B-V-Asst	H	354	S
1823	A	Ftbl-B-JV-Head	H	370	S
1824	A	Ftbl-B-JV-Asst-H	H	354	S
1828	A	Baseball-JV-Asst	H	1,286	S
1829		Lacrosse B-V-Hd	H	1,286	S
1830		Lacrosse B-V-Asst	H	761	S
1831		Lacrosse G-V-Hd	H	1,286	S
1832		Lacrosse G-V-Asst	H	761	S

## Supplements

CODE	TYPE	ACTIVITY	GRADE	AMOUNT	SEASON
1900	A	Baseball-Head	M	1,890	S
1901	A	Baseball-Asst	M	761	S
1902	A	Softball-Head	M	1,890	S
1903	A	Softball-Asst	M	761	S
1904	A	Swimming-B-Head	M	1,864	S
1905	A	Swimming-B-Asst	M	761	S
1906	A	Swimming-G-Head	M	1,864	S
1907	A	Swimming-G-Asst	M	761	S
1908	A	Track-B-Head	M	1,890	S
1909	A	Track-B-Asst	M	761	S
1910	A	Track-G-Head	M	1,890	S
1911	A	Track-G-Asst	M	761	S
1912	A	Intramurals 1/3	M	525	S
1930	A	VICA Advisor - Skills Center-Head	H	1,365	Y
1931	A	VICA Advisor - Skills Center-Asst	H	1,155	Y
1950	A	Neg/Lob		7,350	Y
1952		Magnet Lead Teacher		2,625	
1954		SchTech (FTE>1100)		2,100	Y
1955		SchTechFTE>800<1100		1,575	Y
1956		SchTech (FTE<800)		1,050	Y
1957		TestCordFTE<501 if noAP		1,050	Y
1965	B	National Board Certification		2,625	Y
1971	B	PDF		1,129	Y
1975	B	USI Advocates		525	Y
1976	B	USI Team Leader		4,200	Y
1980	B	ROTC Officer (10 months)		4,095	Y
1981	B	ROTC Other (10 months)		4,095	Y
1998	A	Ath Lump Sum (51120)			S
1999	A	Ath Lump Sum (51758)			S
1216		First Lego League (FLL)/First Tech Challenge (FTC)		1,200	
1217		MathCounts Club		1,200	
1218		5000 Role Models of Excellence		1,200	
1240	A	School Based Webmaster		850	
1250	A	A Skills USA-Head (H)		1,365	Y
1251	A	A Skills USA-Asst Hd (H)		1,155	Y
1252	A	A Busn Prof (BPA) (S)		1,365	Y
1254	A	A Hlth Occ Stds (HOSA)(H)		1,365	Y
1255	A	A FamCarr&Com(FCCLA)(S)		1,365	Y
1256	A	A Tch Stdnt Asst (TSA)(S)		1,365	Y
1257	A	A Dstrbtv Ed Club(DECA)H		1,365	Y
1259	A	A FL Futr Edu Ast(FEFA)H		1,365	Y
1260	A	A Future Farmers(FFA) (H)		1,365	Y
1262	A	Level 95 Supplement		500	



# DUVAL COUNTY PUBLIC SCHOOLS

**2018-2019**

## Athletic/School Related Activities

CG	Wage Type	Wage type text
10	2700	FS-Game Manager
10	2701	FB-Game Mgr/Head tic sell
10	2702	FB-Head ticket seller
10	2703	FB-Ticket Seller
10	2704	FB-Ticket handler(Max 8)
10	2705	FB-Announcer
10	2706	FB-Official High-Varsity
10	2707	FB-Official High-JV
10	2708	FB-Official Middle
10	2709	FB-Clock
10	2711	BB-Ticket Sell/Sgle Game
10	2712	BB-Ticket Sell/DbI Head
10	2713	BB-Ticket Sell/trpl Head
10	2714	BB-Official-High-Varsity
10	2715	BB-Official High JV
10	2716	BB Official Middle
10	2717	BB Official (3) V High
10	2721	Flag FB Off High Varsity
10	2722	Flag FB-Official High JV
10	2723	FB-Off Scrimmages High
10	2724	FB-Off Scrimmages High JV
10	2725	FB-Off Scrimmages Middle
10	2731	BskB Ticket sell/sgl game
10	2732	BskB Ticket Sell/DbI head
10	2733	BskB Ticket/Sell/trp head
10	2734	BskB Official High Varsit
10	2735	BskB Official High JV/9th
10	2736	BskB Off High 3 man team
10	2737	BskB Official Middle
10	2738	BskB Off Work JV & Varsit
10	2740	Soccer TS/Single game
10	2741	Soccer Ticket Sell/dblHe
10	2742	Soccer Ticket sell/Trp H

CG	Wage Type	Wage type text
10	2743	Soc Cntr Off 3man Crew H
10	2744	Soc Off 2 man Crew H Var
10	2745	Soccer Off 2 man crewHJV
10	2746	Soccer Off 2 man crew Mid
10	2747	Soc Off 1 Off middle
10	2748	Soccer Linesman H (3Man)
10	2751	SB Ticket Sell/Sgl Game
10	2752	SB Ticket Sell/DbI Head
10	2753	FS-Game Manager
10	2754	SB FP Official High JV
10	2755	SB Official Middle
10	2756	SB SP Off High Vars
10	2757	SB SP Off High JV
10	2761	Track Ticket seller (meet
10	2771	VB-Ticket Sell/dbl header
10	2772	VB Ticket Sell/trp header
10	2774	VB Off all matches H Vars
10	2776	VB Off all matches-H-JV
10	2777	VB Off Sgl match-middle
10	2781	Wrtg TSeller/sgl match
10	2782	Wrtg Official H Varsity
10	2783	Wrtg Official H JV
10	2789	Officials add\$2/Tournam
10	2790	Misc-Activity
10	2791	Misc-Activity 2
10	2792	Misc Activity \$15
10	2793	Misc Activity \$20
10	2794	Misc Activity \$25
10	2795	Misc Activity \$30
10	2796	Misc Activity \$35
10	2797	Misc Activity \$40
10	2798	Misc Activity \$45
10	2799	Misc Activity \$50

# **DUVAL COUNTY PUBLIC SCHOOLS**

**2018-2019**

## **SALARY SUPPLEMENTS: EXPLANATIONS AND REGULATIONS**

1. Each year, principals submit supplement recommendations to the Human Resource Employee Support for assignment.
2. Activities for which supplements are received shall not have overlapping seasons. A season is defined as that period of time extending from the first date of competition to the last date of competition. (Seasons are published each year as "Dates of Athletic Contests in Duval County" by the Athletics/Physical Education office.)
3. A coach may not receive additional remuneration from revenues of athletic contests or other school activities except when he/she is employed as a referee, umpire, or official by agencies other than the school unit in which he/she is employed. (This policy does not preclude the incidental employment of a coach, other than the athletic director, in a game management activity for which the employee does not receive a supplement.)
4. An employee who draws two or more athletic supplements, or whose total supplement income exceeds \$2624, must be available for coaching assignment by the athletic director for athletic or intramural program duties during the school year.
5. Athletic personnel are to be assigned a regular teaching load by the principal. The athletic director's supplement will be reduced by \$561 if he/she elects to have his/her teaching load reduced by one period daily.
6. An intramural supplement may be divided into thirds and prorated accordingly for assignment and pay.
7. Whenever schedules require the employee to participate in practice or other activities prior to the start of the employee's contract year, workers' compensation coverage shall be in effect.
8. When a season is not completed, the coach will be paid on a pro-rated basis, based on the portion of the season completed. Amount to be determined by Human Resource Support Services.
9. School patrol supplement shall be limited to two (2) persons and shall not be subdivided, for each elementary school.

**DUVAL COUNTY PUBLIC SCHOOLS**  
**2018-2019**  
**Teacher (Non-Union)**  
**Part-time Hourly**  
**Pay Scale TH**

<b>GRADE</b>	<b>01</b>	<b>02</b>	<b>03</b>	<b>04</b>
	<b>BACHELORS</b>	<b>MASTERS</b>	<b>SPECIALIST</b>	<b>DOCTORATE</b>
<b>Level</b>				
<b>01</b>	<b>27.33</b>	<b>31.17</b>	<b>33.81</b>	<b>36.47</b>

Part time teachers hired new to the District July 1, 2011 or after will be placed on Level 1 at \$27.33 per hour. There will be no differentiation for Advanced Degree Level.

**DUVAL COUNTY PUBLIC SCHOOLS  
2018-2019**

**Psychologist (Grandfather)  
12 Months (260 Days/8 Hours Daily)  
Pay Scale TP**

GRADE	01		02		03	
	MASTERS		SPECIALIST		DOCTORATE	
Level	Annual	Hourly	Annual	Hourly	Annual	Hourly
01	55,129	26.50433	56,915	27.36298	58,702	28.22212
02	55,879	26.86490	57,665	27.72356	59,452	28.58269
03	56,629	27.22548	58,415	28.08413	60,202	28.94327
04	57,379	27.58606	59,165	28.44471	60,952	29.30385
05	58,129	27.94663	59,915	28.80529	61,702	29.66442
06	59,129	28.42740	60,915	29.28606	62,702	30.14519
07	60,129	28.90817	61,915	29.76683	63,702	30.62596
08	61,379	29.50913	63,165	30.36779	64,952	31.22692
09	62,629	30.11010	64,415	30.96875	66,202	31.82788
10	63,879	30.71106	65,665	31.56971	67,452	32.42885
11	65,129	31.31202	66,915	32.17067	68,702	33.02981
12	66,379	31.91298	68,165	32.77163	69,952	33.63077
13	67,879	32.63413	69,665	33.49279	71,452	34.35192
14	69,379	33.35529	71,165	34.21394	72,952	35.07308
15	70,879	34.07644	72,665	34.93510	74,452	35.79423
16	72,379	34.79760	74,165	35.65625	75,952	36.51538
17	73,879	35.51875	75,665	36.37740	77,452	37.23654
18	75,629	36.36010	77,415	37.21875	79,202	38.07788
19	77,379	37.20144	79,165	38.06010	80,952	38.91923
20	79,129	38.04279	80,915	38.90144	82,702	39.76058
21	81,129	39.00433	82,915	39.86298	84,702	40.72212
95	83,129	39.96587	84,915	40.82452	86,702	41.68365

Level Movement - A psychologist who worked one (1) day more than half of the previous work year in his/her position in Duval County shall advance one level on the salary schedule

Psychologists on Level 95 for School Year 16-17 will receive a \$500.00 supplement

Level 95 is for incumbents only who worked one day more than half the last school year

**Advanced Degrees: Psychologists hired prior to July 1, 2011 who hold an advanced degree shall continue to be paid from the Specialist & Doctorate columns of the TP Salary Schedule.**

**DUVAL COUNTY PUBLIC SCHOOLS  
2018-2019**

**Psychologist (Grandfather)  
(Continued)**

**DEFINITIONS & PLACEMENT PROCEDURES**

LEVEL

A level represents one (1) year of eligible experience.

ELIGIBLE EXPERIENCE

Eligible experience shall be defined as school psychologist, teacher, or active duty military experience. Military service experience shall be allowed at a rate of one (1) year for each twelve (12) months of continuous service and shall be limited to four (4) years.

SALARY PLACEMENT AND EXPERIENCE VERIFICATION

A psychologist with no prior years of eligible experience shall be placed at Level 1 of the salary schedule.

Effective July 1, 1990, credit for eligible experience shall be allowed at a rate of one (1) year for each year of continuous service. A maximum of eight (8) years eligible experience shall be allowed. Retroactive to 2000-2001, new school psychologists shall be allowed credit for combined years of prior experience as a school psychologist, teacher, and active military service at the rate of (1) year for each (12) twelve months of continuous service up to a maximum of 15 years.

Movement between columns (pay scale groups) shall be at the same step based on highest degree recorded in the personnel office.

# DUVAL COUNTY PUBLIC SCHOOLS

**2018-2019**

## Psychologist (Grandfather) 12 Months (239 Days/8 Hours Daily) Pay Scale TD

GRADE	01		02		03	
	MASTERS		SPECIALIST		DOCTORATE	
	Annual	Hourly	Annual	Hourly	Annual	Hourly
01	50,774	26.55544	52,416	27.41423	54,059	28.27354
02	51,463	26.91579	53,106	27.77510	54,749	28.63441
03	52,153	27.27667	53,795	28.13546	55,439	28.99529
04	52,843	27.63755	54,485	28.49634	56,128	29.35565
05	53,532	27.99791	55,175	28.85722	56,818	29.71653
06	54,452	28.47908	56,094	29.33787	57,737	30.19718
07	55,371	28.95973	57,014	29.81904	58,657	30.67835
08	56,521	29.56119	58,163	30.41998	59,806	31.27929
09	57,670	30.16213	59,313	31.02144	60,956	31.88075
10	58,820	30.76360	60,462	31.62238	62,105	32.48169
11	59,969	31.36454	61,611	32.22333	63,255	33.08316
12	61,119	31.96600	62,761	32.82479	64,404	33.68410
13	62,498	32.68724	64,140	33.54603	65,783	34.40533
14	63,877	33.40847	65,520	34.26778	67,163	35.12709
15	65,257	34.13023	66,899	34.98902	68,542	35.84833
16	66,636	34.85146	68,278	35.71025	69,921	36.56956
17	68,015	35.57270	69,657	36.43149	71,301	37.29132
18	69,624	36.41423	71,267	37.27354	72,910	38.13285
19	71,234	37.25628	72,876	38.11506	74,519	38.97437
20	72,843	38.09780	74,485	38.95659	76,128	39.81590
21	74,682	39.05962	76,324	39.91841	77,967	40.77772
95	76,521	40.02144	78,163	40.88023	79,806	41.73954

Level Movement - A psychologist who worked one (1) day more than half of the previous work year in his/her position in Duval County shall advance one level on the salary schedule

Psychologists on Level 95 for School Year 16-17 will receive a \$500 supplement.

Level 95 is for incumbents only who worked one day more than half the last school year

Advanced Degrees: Psychologists hired prior to July 1, 2011 who hold an advanced degree shall continue to be paid from the Specialist & Doctorate columns of the TD Salary Schedule.

**DUVAL COUNTY PUBLIC SCHOOLS  
2018-2019**

**Psychologist (Grandfather)  
(Continued)**

**DEFINITIONS & PLACEMENT PROCEDURES**

LEVEL

A level represents one (1) year of eligible experience.

ELIGIBLE EXPERIENCE

Eligible experience shall be defined as school psychologist, teacher, or active duty military experience. Military service experience shall be allowed at a rate of one (1) year for each twelve (12) months of continuous service and shall be limited to four (4) years.

SALARY PLACEMENT AND EXPERIENCE VERIFICATION

A psychologist with no prior years of eligible experience shall be placed at Level 1 of the salary schedule.

Effective July 1, 1990, credit for eligible experience shall be allowed at a rate of one (1) year for each year of continuous service. A maximum of eight (8) years eligible experience shall be allowed. Retroactive to 2000-2001, new school psychologists shall be allowed credit for combined years of prior experience as a school psychologist, teacher, and active military service at the rate of (1) year for each (12) twelve months of continuous service up to a maximum of 15 years.

Movement between columns (pay scale groups) shall be at the same step based on highest degree recorded in the personnel office.

**DUVAL COUNTY PUBLIC SCHOOLS**  
**2018-2019**  
**Psychologist (Performance Pay)**  
**196 Days/8 Hours Daily**  
**Pay Scale PC**

	Min	Max
Tier I	39,500	41,800
Tier II	41,801	45,300
Tier III	45,301	50,300
Tier IV	50,301	59,301
Tier V	59,302	74,400

**Advanced Degrees:** Psychologists will be paid one Advanced Degree Supplement for the highest degree level attained as follows:

Specialist Degree - \$1,200	Doctorate Degree - \$1,500
-----------------------------	----------------------------

**Placement on the Performance Salary Schedule**

**Annual Contract Employees** – Psychologists on annual contract as of July 1, 2014 shall be automatically placed on the performance based salary schedule. Placement shall be made based on the employee's then current salary from the Grandfather Salary Schedule. **Total Salary is calculated as follows: Base Salary (Originally from the Grandfather Salary Schedule) plus all earned performance incentives since July 1, 2015. Any eligible supplements are paid in addition to total salary.**

**Newly Hired Employees** – Beginning July 1, 2015, initial salary placement for newly hired Psychologists on the Performance Based Salary (PBS) schedule will be according to the Salary Schedule Definitions and Placement Procedures for Psychologists and as described above.

**Current Non-Instructional Employees** – Current district employees not in an instructional position as of July 1, 2015 (but who were formerly in a district instructional position) who are later reassigned to an instructional position shall be assigned to the Grandfather Salary Schedule. Such employees shall be permitted to elect into the Performance Base schedule within 30 days of his/her reassignment.

**Authorized Leave** - Teachers who have continuing contract status or tenure who are on authorized leave during an authorized election period shall be permitted to elect into the PBS schedule within 30 days of his/her reassignment. This provision shall not apply to employees on unauthorized leave who return after July 1, 2014.

**Employees who are placed on or opt onto the Performance Salary Schedule shall not be eligible to return to the Grandfather Salary Schedule.**

**Salary Progression**

Eligible Psychologists assigned to the Performance Salary Schedule will receive an annual performance increase. Psychologists rated as Highly Effective (HE) shall receive a performance increase of \$2,001 and teachers rated as Effective (E) shall receive a performance increase of \$1,000.50. Psychologists with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.



**DUVAL COUNTY PUBLIC SCHOOLS**  
**2018-2019**  
**Psychologist (Performance Pay)**  
**12 months/12 mos. Alternative**  
**Pay Scale PS**

	12 months		12 mos. Alt.	
	Min	Max	Min	Max
Tier I	55,129	60,129	50,774	55,174
Tier II	60,130	63,879	55,175	58,624
Tier III	63,880	69,379	58,625	65,124
Tier IV	69,380	75,629	65,125	71,124
Tier V	75,630	86,702	71,125	79,806

**Advanced Degrees:** Psychologists will be paid one Advanced Degree Supplement for the highest degree level attained as follows:

**Specialist Degree - \$1,200     Doctorate Degree - \$1,500**

**Placement on the Performance Salary Schedule**

**Annual Contract Employees** – Psychologists on annual contract as of July 1, 2014 shall be automatically placed on the performance based salary schedule. Placement shall be made based on the employee's then current salary from the Grandfather Salary Schedule. **Total Salary is calculated as follows: Base Salary (Originally from the Grandfather Salary Schedule) plus all earned performance incentives since July 1, 2015. Any eligible supplements are paid in addition to total salary.**

**Newly Hired Employees** – Beginning July 1, 2015, initial salary placement for newly hired Psychologists on the Performance Based salary schedule will be according to the Salary Schedule Definitions and Placement Procedures for Psychologists and as described above.

**Current Non-Instructional Employees** – Current district employees not in an instructional position as of July 1, 2015 (but who were formerly in a district instructional position) who are later reassigned to an instructional position shall be assigned to the Grandfather Salary Schedule. Such employees shall be permitted to elect into the Performance Base schedule (PBS) within 30 days of his/her reassignment.

**Authorized Leave** - Teachers who have continuing contract status or tenure who are on authorized leave during an authorized election period shall be permitted to elect into the PBS schedule within 30 days of his/her reassignment. This provision shall not apply to employees on unauthorized leave who return after July 1, 2014.

**Employees who are placed on or opt onto the Performance Salary Schedule shall not be eligible to return to the Grandfather Salary Schedule.**

**Salary Progression**

Eligible Psychologists assigned to the Performance Salary Schedule will receive an annual performance increase. Psychologists rated as Highly Effective (HE) shall receive a performance increase of \$2,001 and teachers rated as Effective (E) shall receive a performance increase of \$1,000.50. Psychologists with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.

Salary schedule effective July 1, 2018.

**DUVAL COUNTY PUBLIC SCHOOLS**  
**2018-2019**  
**Psychologist (Grandfather)**  
**196 Days/8 Hours Daily**  
**Pay Scale TQ**

GRADE	02		03		04	
	MASTERS		SPECIALIST		DOCTORATE	
Level	Annual	Hourly	Annual	Hourly	Annual	Hourly
1*	39,500	25.19133				
2*	40,000	25.51020				
3*	40,500	25.82908				
4*	41,000	26.14796				
5*	41,500	26.46684				
6*	42,000	26.78571				
7	42,500	27.10459				
8	43,000	27.42347	44,400	28.31633	45,900	29.27296
9	43,500	27.74235	44,900	28.63520	46,400	29.59184
10	44,000	28.06122	45,650	29.11352	47,150	30.07015
11	44,750	28.53954	46,400	29.59184	47,900	30.54847
12	45,500	29.01786	47,150	30.07015	48,900	31.18622
13	46,250	29.49617	47,900	30.54847	49,900	31.82398
14	47,000	29.97449	48,900	31.18622	50,900	32.46173
15	48,000	30.61224	50,400	32.14286	51,900	33.09949
16	49,000	31.25000	51,900	33.09949	52,900	33.73724
17	50,000	31.88776	53,400	34.05612	53,900	34.37500
18	51,500	32.84439	54,900	35.01276	55,400	35.33163
19	53,000	33.80102	56,400	35.96939	56,900	36.28827
20	55,000	35.07653	57,900	36.92602	58,400	37.24490
21	57,000	36.35204	59,400	37.88265	60,400	38.52041
22	59,000	37.62755	60,900	38.83929	62,400	39.79592
23	61,000	38.90306	62,400	39.79592	64,400	41.07143
24	63,000	40.17857	64,400	41.07143	66,400	42.34694
25	65,000	41.45408	66,400	42.34694	68,400	43.62245
26	67,000	42.72959	68,400	43.62245	70,400	44.89796
27	69,000	44.00510	70,400	44.89796	72,400	46.17347
95	71,000	45.28061	72,400	46.17347	74,400	47.44898

Levels 1-6 move to the Performance Pay Schedule.

Level Movement - A psychologist who worked one (1) day more than half of the previous work year in his/her position in Duval County shall advance one level on the salary schedule

Psychologists on Level 95 for School Year 16-17 will receive a \$500.00 supplement

Level 95 is for incumbents only who worked one day more than half the last school year

Salary schedule effective July 1, 2018.

**DUVAL COUNTY PUBLIC SCHOOLS**

**2018-2019**

**UOPD**

**Hourly**

**Pay Scale UA**

GRADE	00	01	02	03	04	05	06	07	08	09	10	11	12	SG	ST
Level	CB28/CC27/CD17/CE17/CF07/CG07/CK08/CL08/CM18/CN18/CQ07/CR07														
01	-		9.80	10.12	10.74	11.12	11.63	12.17	12.77	13.39	13.99	14.49	15.38	8.79	-
02	-		10.00	10.33	10.97	11.33	11.88	12.42	13.03	13.67	14.29	14.77	15.70	8.99	-
03	-		10.20	10.53	11.20	11.55	12.10	12.67	13.30	13.93	14.56	15.06	16.00	9.18	-
04	-	9.80	10.39	10.74	11.40	11.78	12.34	12.91	13.57	14.21	14.86	15.35	16.32	9.36	-
05	-	10.00	10.59	10.97	11.63	12.03	12.59	13.19	13.81	14.50	15.15	15.68	16.64	9.56	-
06	-	10.20	10.80	11.20	11.88	12.27	12.85	13.44	14.11	14.78	15.49	15.98	16.99	9.74	-
07	8.10	10.39	11.05	11.40	12.10	12.52	13.11	13.70	14.39	15.07	15.77	16.30	17.32	9.96	-
08	8.24	10.59	11.26	11.63	12.34	12.75	13.36	13.99	14.69	15.37	16.07	16.62	17.68	10.15	-
09	8.39	10.80	11.48	11.88	12.59	13.00	13.63	14.29	14.96	15.69	16.41	16.97	18.02	10.34	-
10	8.57	11.05	11.70	12.10	12.85	13.28	13.89	14.56	15.27	15.99	16.74	17.29	18.37	10.55	-
11	8.73	11.26	11.94	12.34	13.11	13.54	14.18	14.86	15.59	16.31	17.08	17.65	18.76	10.77	-
12	8.89	11.48	12.17	12.59	13.36	13.78	14.46	15.15	15.90	16.63	17.40	18.00	19.13	10.97	-
13	9.07	11.70	12.42	12.85	13.63	14.09	14.75	15.49	16.20	16.98	17.77	18.35	19.51	11.18	-
14	9.24	11.94	12.67	13.11	13.89	14.37	15.02	15.77	16.54	17.30	18.11	18.73	19.91	11.42	-
15	9.40	12.17	12.91	13.37	14.18	14.66	15.33	16.07	16.85	17.66	18.49	19.10	20.31	11.62	17.60
16	9.60	12.42	13.19	13.64	14.46	14.94	15.65	16.41	17.20	18.01	18.87	19.49	20.71	11.86	18.00
17	9.78	12.67	13.44	13.91	14.75	15.24	15.96	16.74	17.55	18.36	19.24	19.88	21.14	12.12	18.40
18	9.97	12.91	13.70	14.19	15.02	15.57	16.27	17.08	17.90	18.75	19.61	20.28	21.56	12.36	18.82
19	10.17	13.19	13.99	14.48	15.33	15.87	16.60	17.40	18.24	19.11	20.03	20.68	21.98	12.60	19.24
20	10.36	13.44	14.29	14.76	15.65	16.18	16.95	17.77	18.62	19.50	20.41	21.10	22.42	12.85	19.68
21	10.54	13.70	14.56	15.03	15.96	16.52	17.27	18.10	18.99	19.89	20.82	21.53	22.88	13.11	20.12
22	10.76	13.99	14.86	15.34	16.27	16.83	17.62	18.48	19.37	20.29	21.24	21.94	23.34	13.37	20.57
23	10.97	14.29	15.15	15.66	16.60	17.18	17.98	18.86	19.74	20.69	21.66	22.39	23.80	13.65	21.03
24	11.18	14.62	15.56	16.04	17.02	17.60	18.43	19.31	20.25	21.21	22.20	22.95	24.39	13.92	21.51
25	11.39	14.98	15.93	16.44	17.43	18.04	18.90	19.78	20.74	21.73	22.74	23.53	24.99	14.20	21.99
26	11.61	15.36	16.30	16.84	17.87	18.47	19.34	20.28	21.26	22.29	23.33	24.10	25.64	14.55	22.49
27	11.82	15.81	16.77	17.33	18.40	19.03	19.95	20.89	21.90	22.95	24.01	24.84	26.40	14.91	22.99
28	12.06	16.29	17.28	17.87	18.97	19.59	20.53	21.53	22.55	23.64	24.75	25.59	27.20	15.37	23.51
29	12.36	16.68	17.73	18.29	19.40	20.07	21.22	22.01	23.06	24.18	25.31	26.17	27.80	15.83	24.04
30	12.78	17.06	18.15	18.69	19.88	20.52	21.77	22.49	23.57	24.69	25.82	26.69	28.32	16.30	24.58
31	13.28	17.54	18.61	19.24	20.40	21.07	22.32	23.10	24.21	25.36	26.55	27.43	29.15	16.63	25.13
32	13.65	17.84	18.93	19.58	20.77	21.48	22.50	23.57	24.71	25.89	27.10	28.03	29.80	16.95	25.70
95	16.49	20.77	21.92	22.57	23.82	24.34	25.41	26.50	27.67	28.89	30.05	31.01	32.84	18.84	27.23

In addition to the above hourly rate, an employee shall receive \$300 a year for each five (5) continuous service with the Duval County Public Schools for service earned prior to 2014-2015. The service raise for service earned 2014-2015 and thereafter shall increase to \$400 a year.

Grade 00 and SG will change to Grade 01

Level Movement for School Year 2016-17. The value of Level 95 is increased by \$500.

Level Movement for School Year 2017-18. The value of Level 95 is increased by \$500.

Minimum Wage increase effective January 1, 2017

**Duval County Public Schools  
2018-2019**

**S043 - Interpreters  
193 Days / 7 Hours Daily  
Pay Scale UI**

COLUMN Level	2.5-2.9		3.0-3.4	3.5 & up
	01	02	3	4
01	14.00	15.25	16.50	17.75
02	14.42	15.75	17.06	18.28
03	14.85	16.23	17.57	18.83
04	15.30	16.71	18.10	19.40
05	15.76	17.21	18.64	19.98
06	16.23	17.73	19.20	20.58
07	16.72	18.26	19.78	21.19
08	17.22	18.81	20.37	21.83
09	17.73	19.37	20.98	22.49
10	18.27	19.96	21.61	23.16
11	18.81	20.55	22.26	23.85
12	19.38	21.17	22.93	24.47
95	20.52	22.39	24.17	25.92

Column 1 - Basic
Column 2 - EIPA 2.5-2.9 or QA1/EIE 1
Column 3 - EIPA 3.0-3.4 or QA2/EIE 2
Column 4 - EIPA 3.5-3.9 or QA3/EIE3
Employees with EIPA 4.0 or higher or RID recognized certification will be placed on Column 4 at Level 4

A. Level Movement on UA salary schedule for 2016/2017.
B. Conversion to career ladder schedule (UI) for 2016/2017.
C. Employees will be placed at an hourly rate closest to but not less than their current hourly rate on Column 1, 2, 3, or 4 (column placement = the highest level credential earned).
D. Implementation of a higher level credential is retroactive to the date the credential is received (July 1, 2016 and after).
E. National Certification Supplement: \$1,250 per year.

**DUVAL COUNTY PUBLIC SCHOOLS**  
**2018-2019**  
**SERVICE RAISES**

Annual Hours	Mos/Hrs	01	02	03	04	05	06	07	08	09	10
<b>UOPD after</b>											
<b>7.1.14</b>		<b>\$ 400</b>	<b>\$ 800</b>	<b>\$ 1,200</b>	<b>\$ 1,600</b>	<b>\$ 2,000</b>	<b>\$ 2,400</b>	<b>\$ 2,800</b>	<b>\$ 3,200</b>	<b>\$ 3,600</b>	<b>\$ 4,000</b>
<b>2080</b>	<b>12/8</b>	0.19231	0.38462	0.57692	0.76923	0.96154	1.15385	1.34615	1.53846	1.73077	1.92308
CB28											
<b>1827</b>	<b>12/7</b>	0.21894	0.43788	0.65681	0.87575	1.09469	1.31363	1.53257	1.75151	1.97044	2.18938
CC27											
<b>1792</b>	<b>11/8</b>	0.22321	0.44643	0.66964	0.89286	1.11607	1.33929	1.56250	1.78571	2.00893	2.23214
CM18, CN18											
<b>1568</b>	<b>11/7</b>	0.25510	0.51020	0.76531	1.02041	1.27551	1.53061	1.78571	2.04082	2.29592	2.55102
CD17, CE17											
<b>1648</b>	<b>10/8</b>	0.24272	0.48544	0.72816	0.97087	1.21359	1.45631	1.69903	1.94175	2.18447	2.42718
CK08, CL08											
<b>1442</b>	<b>10/7</b>	0.27739	0.55479	0.83218	1.10957	1.38696	1.66436	1.94175	2.21914	2.49653	2.77393
CF07, CG07											
<b>1344</b>	<b>10/7*</b>	0.29762	0.59524	0.89286	1.19048	1.48810	1.78571	2.08333	2.38095	2.67857	2.97619
CQ07, CR07											

\*Interpreter/Job Coach

<b>ALL Civil</b>											
<b>Service (except</b>											
<b>UOPD after</b>											
<b>7.1.14)</b>		<b>\$ 300</b>	<b>\$ 600</b>	<b>\$ 900</b>	<b>\$ 1,200</b>	<b>\$ 1,500</b>	<b>\$ 1,800</b>	<b>\$ 2,100</b>	<b>\$ 2,400</b>	<b>\$ 2,700</b>	<b>\$ 3,000</b>
<b>2080</b>	<b>12/8</b>	0.14423	0.28846	0.43269	0.57692	0.72115	0.86538	1.00962	1.15385	1.29808	1.44231
CB28, CO22, CO28											
<b>1827</b>	<b>12/7</b>	0.16420	0.32841	0.49261	0.65681	0.82102	0.98522	1.14943	1.31363	1.47783	1.64204
CC27											
<b>1792</b>	<b>11/8</b>	0.16741	0.33482	0.50223	0.66964	0.83705	1.00446	1.17188	1.33929	1.50670	1.67411
CM18, CN18											
<b>1568</b>	<b>11/7</b>	0.19133	0.38265	0.57398	0.76531	0.95663	1.14796	1.33929	1.53061	1.72194	1.91327
CD17, CE17											
<b>1536</b>	<b>10/8</b>	0.19531	0.39063	0.58594	0.78125	0.97656	1.17188	1.36719	1.56250	1.75781	1.95313
CS08, CT08											
<b>1648</b>	<b>10/8</b>	0.18204	0.36408	0.54612	0.72816	0.91019	1.09223	1.27427	1.45631	1.63835	1.82039
CK08, CL08											
<b>1442</b>	<b>10/7</b>	0.20804	0.41609	0.62413	0.83218	1.04022	1.24827	1.45631	1.66436	1.87240	2.08044
CF07, CG07											
<b>1344</b>	<b>10/7*</b>	0.22321	0.44643	0.66964	0.89286	1.11607	1.33929	1.56250	1.78571	2.00893	2.23214
CQ07, CR07											
<b>1576</b>	<b>FS Mgr</b>	0.19036	0.38071	0.57107	0.76142	0.95178	1.14213	1.33249	1.52284	1.71320	1.90355
FE08, FH08											

\*Interpreter/Job Coach

<b>Council 79</b>											
		<b>\$ 300</b>	<b>\$ 600</b>	<b>\$ 900</b>	<b>\$ 1,200</b>	<b>\$ 1,500</b>	<b>\$ 1,800</b>	<b>\$ 2,100</b>	<b>\$ 2,400</b>	<b>\$ 2,700</b>	<b>\$ 3,000</b>
<b>2080</b>	<b>12/8</b>	0.14423	0.28846	0.43269	0.57692	0.72115	0.86538	1.00962	1.15385	1.29808	1.44231
FA28											
<b>1648</b>	<b>10/8</b>	0.14423	0.28846	0.43269	0.57692	0.72115	0.86538	1.00962	1.15385	1.29808	1.44231
CK08, CL08											
<b>1337</b>	<b>10/7</b>	0.14423	0.28846	0.43269	0.57692	0.72115	0.86538	1.00962	1.15385	1.29808	1.44231
FC07, FE08, FF07											
<b>760</b>	<b>10/4</b>	0.14423	0.28846	0.43269	0.57692	0.72115	0.86538	1.00962	1.15385	1.29808	1.44231
FD04, FG04											

Salary schedule effective July 1, 2018.